



2022

SUSTAINABILITY REPORT

	ABOUT US	03
	MESSAGE FROM THE CEO	12
	ABOUT THIS REPORT	14
	SER <i>Responsible</i>	18
	SER <i>Natural</i>	35
	SER <i>Inspiring</i>	57
	APPENDIX	68





ABOUT US



ABOUT US



Nice to meet you, we are the Herbarium Business Ecosystem and it is with great joy that we present our first sustainability report.

The Herbarium Business Ecosystem is a balanced, self-sufficient system of companies and units that share purpose and values and interact with each other and with the external environment. This Ecosystem was founded through its oldest company, the Herbarium Laboratório Botânico, and new brands were born from it. We are pleased to share a little bit of our history with you, reader. To introduce our Ecosystem, we will start by talking about our business:



GRI 2-1, 2-6, 2-17, 2-23, 2-24

In September 2022, Herbarium completed 37 years old. Founded in 1985, this company from the State of Paraná was born pioneering, bold and with very well-established values of care for nature. At a time when people and companies did not even talk about well-being or life in balance, Herbarium's courage and vision to stray this path already had a very clear sustainability bias.

Herbarium is the leading pharmaceutical industry and reference in Phytotherapy in Brazil. Our product line is composed of traditional herbal medicines, dietary supplements, phytocosmetics and ethical phytomedicines and with effectiveness validated by several scientific studies.

We are very proud to be, since 2019, the first pharmaceutical industry certified by System B in Brazil, which attests our commitment to building a more inclusive, equitable and regenerative economic system, generating a positive impact for people and the planet.

Empresa



Certificada

Talk about Herbarium is to talk about herbal medicine. Talk about herbal medicine is to talk about therapies based on the use of medicinal plants. Realize that in the soul of our business it is already very clear how much we are connected with nature; it is from it that all the inspiration for our treatments comes, and this makes us even more careful and respectful.



Can you see how particular our story is? It is very curious to think Herbarium's challenge is to seek what is the best in nature for the prevention and treatment for a wide variety of diseases. This impact does not stop at the solution for the disease and the generation of well-being for the person. The means by which this is done, in this case, using natural assets, makes everything even more significant, as the products offered have, for example, fewer side effects compared to synthetic ingredients, and we also encourage initiatives for the maintenance and expansion of crop areas.

Few companies on the planet have the opportunity that we have to have our purpose so clear and aligned with the objectives of our business. We live in a very virtuous cycle: we draw all our inspiration from nature and with science and technology we develop products capable of treating various types of pathologies. We are caring generators: caring for people's health and nature, a perfect balance.

Now that you've learned about our essence, let's tell you a little bit about our journey: Since its foundation, Herbarium has focused on the development of natural product with the pharmaceutical quality required to be used in the prevention and treatment of diseases. Herbal medicine legislation in Brazil was established only 15 years after the company was founded, in the 2000s, but Herbarium had already established itself as a synonym of quality because of the way it developed and marketed all products, even before this formalization.

2008

2009
a
2014

2014

In 2008, Herbarium already served 14,000 doctors monthly across the country. Opportunities arose in the field of pediatrics, in which the team began to develop new work focused on a more natural life and childhood.

From 2009 to 2014, Herbarium was part of the FQM Group, which helped leverage the medical promotion of its product line. The know-how embedded in this partnership made the company develop and expand even more its own portfolio of products for the medical class.

In 2014, the Geraldi family, who had founded FQM, left the Group and took over 100% of Herbarium, dedicating themselves exclusively to this company. It was with a lot of focus and belief in the purpose of the family and the company that a new design began to emerge.

The Geraldi family's philosophy has always been very much aligned with the brand's purpose and, from that period and with a total focus on this natural market, the opportunities expanded and in 2020 the company conquered the leadership in the national market.

In this time of Herbarium brand growth and strengthening new business opportunities arose. Focusing on the natural market gave to Geraldi family the possibility to find new segments within the natural health and wellness market. It was then that the Herbarium Business Ecosystem began to be formed, with new brands giving rise to this platform.



The first of these brands was Phytera, launched in 2021, a joint venture between Herbarium, a Brazilian reference industry in herbal medicine, and the main producer of extracts in the world, the German company Martin Bauer. This company aims to develop and deliver innovative natural products, expand access to the medicinal plant-based solutions market and create sustainable value through successful brands that will be offered to the Brazilian market.

In the midst of herbal medicine there is still an immense opportunity for studies and registrations of herbal medicines. Herbarium's development know-how was combined with Martin Bauer's knowledge and expertise to in fact generate innovation for the natural health market in Brazil.



intua

The third brand launched within the Ecosystem was Intua. Unlike Herbarium and Phytera, Intua’s focus is on well-being through full beauty.

We drink from our source and perceive our way, driven by the desire to take care of beauty in a sensitive, pleasurable and holistic way, without losing the connection with nature, quality of products and scientific accuracy.

We create solutions that connect with people’s daily lives and address different factors that make up beauty and well-being. They are skin care, nutrition, infusion and aromatherapy products that sharpen the senses and act on the concept of clean and integral beauty.

Intua arrived on market in March 2022 with the proposal to awaken a new look at beauty care, in an extremely aligned way with the values of the Herbarium Business Ecosystem.



In the first half of 2023, two more companies will become part of our Ecosystem: bvtec and Oshadhi.



Bag-on-Valve com Tecnologia Farma

Specialized in Bag on Valve (BoV) continuous jet spray technology, this industry is part of the Herbarium Business Ecosystem, sharing all of Herbarium's know-how, quality and processes, and has been in the BoV market since 2012, marketing its own products and producing for various industries as well as large pharmacy networks in the market.

Bvtec operates with liquid and semi-solid dosage forms and is unique in its segment as it offers to the market BoV production sprays with pharmaceutical quality and customized development.





Specialized in aromatherapy and a world reference, Oshadhi is distributed in more than 30 countries and becomes part of the Herbarium Business Ecosystem in 2023. Oshadhi offers more than 500 essential oils, some of which are very rare, more than 80 hydrolates and more than 70 vegetable oils.

With the mission of connecting people with the healing energy of nature, the company's pillars are: Purity and quality of Oils; Rare and precious oils; Organic cultivation and Science – Deep knowledge.

Oshadhi represents a new frontier for the Herbarium Business Ecosystem as it is its first foray into the Aromatherapy segment.





HERBARIUM BUSINESS ECOSYSTEM

GRI 2-23, 2-24

Herbarium, which operated for years on its own is now even stronger and better matched. The experience brought by the pioneering spirit made her stand out and, to top it all off, there is an essential differential in this whole operation that has always kept Herbarium standing: the almost divine luck that is carried only by those who do the right things with their hearts. According to Marcelo Geraldi, our CEO: the support of nature! The world is a garden of opportunity and Herbarium is spreading and growing its seeds.

All this makes up the history of this magnificent ecosystem, which now has the pleasure of being formed by incredible brands. It is not only a portrait of a successful business story, but an example of how an organization can be built in a diverse way, based on the commitment and development of people and allied to a true purpose. It shows that it is possible to offer excellent results by performing with the heart, nurturing the soul and generating a positive impact on society and the environment.

Today, we are more than 600 herbarians working to unite nature and technology, improve health, provide well-being, and inspire people to

live healthier, more natural lives. That's our DNA, that's why we come to work with every day. But no one promotes health without being healthy, just as it is impossible to inspire when we are not inspired.

We are very proud to be certified by **Great Place to Work (GPTW)** as an excellent place to work and this reinforces that we are on the right track. This achievement belongs to all our employees, whom we affectionately call herbarians and are agents of transformation acting daily causing our organizational climate to be special, welcoming and inspiring.

The commitment to people and sustainability, added to the knowledge of all brands, makes us go even faster, aligned with our purpose and bringing economic, social and environmental benefits.

After all, it's not just about building brands, it's about making our mark!





MESSAGE FROM THE CEO



MESSAGE FROM THE CEO

GRI 2-22

In the Herbarium Business Ecosystem, our culture is a mix of how much the company inspires us and how much each employee inspires our company. Being in the management of this corporation in recent years has inspired me to act more and more in search of what I believe. I believe in the balance of body and mind, in a natural medicine that treats in an aggregating way, in a healthy business model for the environment and society and, daily, I am inspired by my colleagues and collaborators to continue believing in this dream and building a company that heals.

The publication of the first sustainability report in our history makes us even more excited and engaged, as we see that our pillars are growing stronger. Sustainability has always been an inherent issue in our business, but in the last year we have taken very important steps, as everyone will see in this material.

Until a while ago, there was a lot of talk about healthy businesses which implied that the results were in line with the company's goals and it was thriving. A positive view, but a little individualistic. Today, sustainability has gained evidence and conversations about sustainable business were started which expands this narrower view of only achieving financial results. For a business to be

sustainable it is necessary to generate a healthy environment for the company itself, society and the environment. Companies then cease to have a purely economic role and become responsible and committed to a general well-being that transcends their own limits.

A sustainable company plans its investments and revenues, seeks a balance between the supply of human needs and the preservation of natural resources not compromising the next generations; it is committed to generating a positive impact on society and the environment. A sustainable company is a "healing company."

In the face of every economic, social and environmental scenario to which we are inserted it is the role of companies to use market's force to generate changes. Corporate culture should prioritize well-being and sustainability. That's what we believe at Herbarium.

In 2015, when the United Nations (UN) released the agenda with the 17 goals to be adopted by countries by 2030 for the achievement of sustainable development, one of them was: "Ensure healthy lives and promote well-being for all at all ages." This will only be possible if each of us does our own part. To talk about sustainability is to talk about

balance. Consuming and living in a balanced way or seeking balance is a lifestyle that I invite all of you to experience. Try to have a positive impact on your life and make choices that have positive effects on the planet. It all starts with small attitudes. I am Marcelo Geraldi, and more than a sustainable company, I wish a sustainable life to each of you who are reading this report. Our plans are bold, but I can assure you that they will bring health to us and the planet in many ways.

Thank you to our employees, customers, partners, and suppliers for their trust in our purpose. Together, through our products and our attitudes, we will inspire more and more people to a healthier and more natural life.

Marcelo Geraldi
CEO



ABOUT THIS REPORT



ABOUT THIS REPORT

GRI 2-2, 2-3, 2-29

Herbarium, by essence, always carried out actions related to sustainability, but this was so inherent to our business that we understood that it was only our obligation. Over time, we saw that, in addition to an account, it could be an opportunity to inspire more and more companies to become companies aligned with these pillars and be “companies that heal”.

To build this report, we count on the engagement of all our internal teams and external partners, who were able to guide us to make this delivery in the best possible way.

We present to our employees, customers, partners, investors, and other audiences the **Herbarium 2022 Sustainability Report**, based on the Global Reporting Initiative (GRI) Standard. As our first edition, we bring a synthesis of the achievements and good practices carried out by the companies of the Herbarium Business Ecosystem¹.

We are convinced that the success of our business is directly linked to the care we take with the economic health and governance of the brands, in addition to the socio-environmental impact we generate, since we are focused on promoting health and well-being through natural products.

This report elucidates in a measurable way what actions are taken to achieve these objectives and prove this commitment. The reported period runs from January 1 to December 31, 2022 and takes into account Herbarium, Phytera and Intua, brands that were already part of the Ecosystem in that period.

¹ In this report, we refer to our Ecosystem as “Herbarium” and as “Herbarium Business Ecosystem”.



If you have any questions related to the content, feel free to contact us through one of our channels or by email sustentabilidade@herbarium.net



MATERIALITY

GRI 2-29, 3-1, 3-2

The materiality of the Herbarium Business Ecosystem is structured in three pillars, which guide our planning: indicator management, risk prevention and mitigation, and engagement with our stakeholders.

In addition, it reinforces our goal of inspiring and caring for people in a natural and responsible way, providing well-being and positive impacts on society and the environment.



SER *Responsible*

- Governance and transparency
- Integrity
- Economic performance
- Relationship chain
- Supplier management



SER *Inspiring*



- Biodiversity
- Eco-Efficiency (Water, Energy And Effluents, Materials)
- Emissions
- Waste

SER *Natural*



- Diversity and Inclusion
- People's health and well-being

Our ESG strategy was developed based on a study with the help of the Centro de Inovação Sesi (Sesi Innovation Center), a specialized and autonomous consultancy, considering sustainability trends, the sector of which we are part and the interest of stakeholders in relation to important topics to Herbarium.

In addition to the study, the Consultancy advised the entire process that defined the scope of this publication, including the training of the ESG Committee, the materiality research, the definition of indicators and the planning for its management, in addition to the guidelines for this report.



🌿 MATERIALITY PROCESS

Sectoral documents of the main sustainability frameworks, policy and guidelines of our organization were analyzed. Managers were interviewed about the context of sustainability and the impact of aspects on business, making it possible to identify risks and opportunities, in addition to defining the most relevant environmental, social, economic and governance issues for Herbarium Ecosystem.

🌿 STAKEHOLDER ENGAGEMENT FEEDBACK

To prioritize and identify those most relevant topics to the audiences with whom we relate, a survey was launched to more than 5,000 contacts, including employees, the medical community, regulatory bodies, educational institutions, suppliers, distributors, consumers, and the local community.



SER *Responsibile*

eco·h
ECOSSISTEMA DE
NEGÓCIOS HERBARIUM



SER RESPONSIBLE

We at Herbarium believe that the path to success is directly related to an appropriate governance and management system. Each business that makes up our ecosystem has the freedom to develop according to its strategy while facing the specific challenges of its area, respecting company's values. For us, it is essential that this model is aligned with the culture of transparency and integrity, values that guide all our actions.

CORPORATE GOVERNANCE

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-24, 2-29

We have a solid structure to ensure the effectiveness of our management and governance system. The Board of Shareholders, composed of the members of Geraldini family, defines in agreement the relations between them and the companies.

We proudly point out that our highest governance body, the Board of Directors of the Herbarium Ecosystem, consists of five members: three members of the shareholder family, an independent medical-scientific advisor, and a senior executive of the company. This framework reflects our unique approach.

This board plays a crucial role in defining the guidelines for the future of the company, considering the economic and financial impacts, the well-being of employees and the interests of society. The Board meets monthly to approve projects, evaluate ongoing initiatives and monitor the results achieved. In this way, we guarantee agile and

efficient management, always committed to the sustainable growth of operations. The chairman of the board, the highest representative of the Herbarium Ecosystem, leads the meetings, handling the agenda and ensuring that all agendas are efficiently discussed. Herbarium's main shareholder also holds the position of chief executive of the business, closely monitoring the progress of key initiatives.

We have a project area dedicated to identifying market needs and the impacts of new processes and/or products. Pre-implementation action ensures the continuity of projects and products. It is worth noting that strategic projects and the entry of new products are evaluated by the Board of Directors, which reinforces its role in analyzing impacts and decides whether or not to continue the initiative. We prioritize transparency, participation, and alignment with our mission, vision, and values to guide strategic decisions.

To ensure the performance outlined, we rely on a methodology of monitoring execution through indicators. All management is supported by the annual definition of the company's main indicators, which are cascaded into other indicators and have their responsibility shared among managers. The main indicators are cascaded into other indicators and have their responsibility shared among the company's managers. If the indicators do not achieve the planned results, we draw new strategies to seek achievement, always seeking excellence in our operations.

On a quarterly basis, the main indicators are shared with all employees through a presentation by the Executive Board, reinforcing our commitment to transparency and teamwork.

At Herbarium, each of our businesses is led by a visionary and committed executive whose responsibility is to ensure the effective management of their respective areas. The choice of these executives is based on criteria of experience and knowledge of the professionals. These executives are true architects of success, in charge of structuring, proposing, and implementing strategic action plans to drive business growth.

In the Herbarium business, we have a Board of Directors that embodies our dedication to excellence. Meet our executives:



Eloisio Geraldi

Chairman of the Board



He began his career in 1960 as a Sales Representative at the Syntex Laboratory. With the experience gained and the sense of entrepreneurship, he used the amount received for the termination of his employment agreement to acquire a small laboratory with only 6 employees, the Farmoquímica S/A.

In 1980, he graduated in Law from Universidade Santa Úrsula. He left the presidency of the company in 2001, after the entry of the Argentine Group, Roemmers, into society.

In 2014, after 13 years of continuous growth, the FQM Group had 3 companies and 1,400 employees, it was among the 15 largest in the country when the family divested itself of its stake to acquire and dedicate itself entirely to one of the group's companies, Herbarium Laboratório Botânico.

Eloisio had an important role in the history of the Pharmaceutical Industry in Brazil, holding important positions on the board of the Brazilian Association of Pharmaceutical Industries (ABIFARMA) and the Industry Union of Rio de Janeiro. In 2012, he was awarded the Cândido Fontoura necklace of the Pharmaceutical Industrial Merit by the Pharmaceutical Products Industry Union (SINDUSFARMA).

He is currently Chairman of Herbarium's Board of Directors.



Marcelo Geraldi

CEO



He began his career in the pharmaceutical industry in 1986 and since 2001 has held the position of CEO. He began his work as a Marketing executive in multinationals and joined Farmoquímica, a small family company, in 1998. Throughout its management and leadership, FQM has become one of the largest pharmaceutical companies of ethical medicines in Brazil. Initiated in the practice of Transcendental Meditation at the age of 25, he adopted a healthy and natural lifestyle, which includes vegetarian food and a passion for natural and herbal products. Transforming this lifestyle into his professional purpose, since 2009 he has been in charge of Herbarium.

The executive holds a degree in Advertising from PUC-RJ, an Executive MBA in Management from COPPEAD-UFRJ, an OPM from Harvard Business School and extension programs in Marketing at PUC-RJ, Columbia University and INSEAD.



Fernando Geraldi

Vice President
of Innovation
and Business
Development



He began his career in 1995 as a Medical Representative at Farmoquímica, soon migrating to the Marketing department.

Fernando had an important role in the growth of the FQM Group as responsible for Marketing and, later, Business Development.

Fernando is a partner and Vice President of Innovation and Business Development at Herbarium.

The executive holds a degree in Social Communication from Faculdade Hélio Alonso, a degree in Nutrition from Laureate International Universities (IBMR) with an MBA from IBMEC and a postgraduate degree in Marketing from IAG PUC.



Jackeline Barbosa

Ph.D.
Vice President of the
Medical-Scientific area



Physician, with a doctorate in Medical Sciences from the Federal University of Rio de Janeiro and a master's degree in Neurology from FMUSP-RP. She specializes in Family and Community Medicine and Herbal Research and Development.

Jackeline has been working in the Pharmaceutical Industry since 2004 with stints at FQM, Merck Germany and Genzyme. Since 2015, he has served as Vice President of the Medical-Scientific Area and is a Member of the Board of Directors of Herbarium.

Active in the scientific community, Jackeline coordinates the post-graduation in Medical Cannabis and the post-graduation-degree in Integrative Medicine from Ânima Inspirali University, in São Paulo. She is a senior researcher at Canapse and at the Instituto Amazônia Viva do Brasil, a member of the Brazilian Chapter of the International Society of Traditional, Complementary and Integrative Medical Research (ISCMR), as well as a Medical Officer of the Reserve, at the State Secretariat of the Military Police of Rio de Janeiro.



Renato Prudente

Vice President
of Operations,
People &
Management



Engineer from the State University of Campinas, with an MBA in Leadership, Business, Innovation and Organizational Behavior from Stanford University Graduate School of Business.

With solid experience in operations management, supply chain, projects and company restructuring, focusing on the commercial, people & management, information technology and strategic, financial and budgetary planning areas, the executive has already worked for important companies, including Unilever, Brasil Foods, LBR Lácteos and Knijnik Engenharia.

Currently, he is Vice President of Operations and Management at Herbarium, leading the areas of processes and operations (Industrial and Supply Chain), techniques (Regulatory, PDI, Quality) and People & Management.

Luiz Viveiros

Administrative-Financial Director

Economist from Universidade Anhembi Morumbi, and with a postgraduate degree in Business Administration from Fundação Getúlio Vargas. The executive went through companies controlled by large investment funds, such as GP Investments, The Carlyle Group and Axxon.

With extensive experience in Revenue Management, Pricing and Planning, leading cycles of financial, strategic and commercial planning, Viveiros has worked in companies such as LBR (Current Lactalis), CVC, Avianca and Lumini IT Solutions.



Renato Gonçalves

Commercial Director

Graduated in Marketing from Drummond University and extensive experience in the pharmaceutical industry, he have always worked in leadership positions in the Commercial area, focusing on Business and Market Planning, with an emphasis on Retail.

The executive has worked for important companies in the pharmaceutical sector, such as Aché, EMS and MSD.

Since 2018, he has served as Commercial Director of Herbarium, being responsible for the strategy and execution of actions in Commercial, Trade Marketing and customer relationship areas.



Other Executives



In the Phytera business, we are privileged to have **Luzia Franco** as the main executive. With her expertise and exemplary leadership, Luzia is a true guardian of the commitment to innovation and sustainable development. Her determination and her long-term vision lead us towards a more promising future.



At Intua, we rely on the inspiring leadership of **Renato Andreatta**. His strategic capability and management skills are critical to continued business growth. Renato is a true promoter for change, encouraging us to explore new frontiers and challenge the status quo.



At bvtec, we are honored to have **Eduardo Castro** as the chief executive. His passion for innovation and his ability to anticipate trends are the fuel that drives toward excellence. With a sensitive and human eye, Eduardo is an inspiring leader, motivating us to overcome obstacles and seek creative solutions in all aspects of our work.

GRI 2-13, 2-14, 2-24

We recognize that, as an industry, we have a key role in the development of society and the responsibility to sustainably preserve resources. Therefore, all our decisions about which businesses we will operate and which initiatives we will adopt go through a rigorous evaluation by our Board of Directors. It is essential to ensure alignment with our values and principles, preserving resources in a perennial way and contributing to a more sustainable future.

Our presidency plays a crucial role driving these initiatives. The CEO is responsible for approving and conducting the projects that will bring us within the reach of our strategic planning. In addition, both the materiality and the sustainability report are subject to his approval as he is committed to meeting the challenges of this journey.

We are determined to make a difference by pushing the industry beyond its conventional limits. With the visionary leadership of executives and the support of a committed board of directors, we are building a legacy of innovation, environmental responsibility, and positive impact on society. Together, we are shaping a bright future for Herbarium and all those with whom we relate. After all, our goal goes beyond building a brand, we want to leave our mark on the planet.





ETHICAL AND INTEGRITY BEHAVIOR

GRI 2-15, 2-16, 2-23, 2-24, 2-25, 2-26, 2-29, 3-3, 406-1, 418-1

In the Herbarium Business Ecosystem, we live and breathe a code of ethics that reflects our core principles, values, and guidelines. Since its adoption in 2019, this code has guided all interactions of professionals who work with us, establishing transparent and ethical relationships with co-workers, business partners, consultants, clients, public authorities, the local community, and society.

We believe in the importance that all employees are familiar with the standards established in the code of ethics since the beginning of their journey in the company. Therefore, everyone undergoes comprehensive training to ensure full understanding of the guidelines. These materials are carefully prepared and approved by the CEO of the organization, demonstrating our commitment to promoting a fair and responsible work environment.

The code of ethics covers several areas, from the conduct in the workplace to commitments to Human Rights, Operational Excellence, Sustainable Development, Transparency, Political Neutrality, Legality and Anti-Corruption. It also addresses anti-discrimination and harassment practices, as well as directing conduct in relations with our stakeholders

and issues related to health, safety, and the environment.

The standards of conduct are based on the principles that support Herbarium, best market practices and applicable laws, including the Anti-Corruption Act, the Money Laundering Act and Labor Legislation. We are committed to acting with integrity and compliance with all ethical and legal standards, ensuring transparency in all our actions.

Data protection is a priority in all areas of Herbarium. We established a committee in 2022 and began a journey of improvement, with audits, action plans and constant progress. We count on the partnership of a specialized company for a complete and independent approach, enriching our perspective and adopting best practices. In 2023, we will adjust the contracts of all employees, strengthening data control and ensuring maximum security.

It is gratifying to share that we have not received any substantiated complaints of privacy breaches or data loss.

This reflects our culture of respect, confidentiality, and commitment to information security in all areas.

At our company, every step we take toward data protection is driven by a belief in a strong corporate culture committed to information privacy and security. Our Code of Corporate Conduct is essential in this process, as it addresses information security and guides employees to maintain full confidentiality in relation to intellectual property, including patents, trademarks, knowledge, technical and strategic data. In addition, it prohibits employees from acting in their own interest and contrary to Herbarium’s interests, and there is also guidance on how to identify and rule out this type of conduct.

Together, we build a safe and reliable environment for the well-being of all involved.

To ensure the effective implementation of these guidelines, we adopted the Herbarium Integrity Assurance Channel (CGIH) in 2022. This ombudsman channel is managed by a third-party company, ensuring the anonymity and independence of the reports. It is an accessible and safe channel for employees, customers, suppliers, and the community in general to report cases that violate the guidelines of the code of ethics and company policies. These reports are investigated by a specialized team and forwarded to the Integrity Committee which conducts in-depth investigations and applies the necessary disciplinary measures to prevent recurrence. We emphasize that in 2022 no cases of discrimination were identified, as reported in the CGIH.

We believe in the importance of an open feedback culture and the constant pursuit of improvement. In addition to CGIH, we have other channels, such as the Connection program, organizational climate survey and diversity census, which help us to identify opportunities for improvement based on employee feedback. These evaluations have resulted in projects that will start in 2023. In addition, we maintain a direct channel with consumers so they can report possible failures in our products. All occurrences are received by the Customer Experience department and, when necessary, also by the pharmacovigilance team. These teams analyze, control, track and treat each case with the utmost seriousness.



CREATING WEALTH AND DISTRIBUTING VALUE

GRI 2-2, 2-29, 3-3, 201-1, 203-2

At Herbarium, we are proud to share our economic performance and the positive impacts that we generate. We believe that the wealth created by our company goes beyond the numbers and reflects our commitment to creating value in a sustainable way, considering all parties involved in our business. It allows us to understand how our various activities contribute to the generation of this wealth and how it is distributed among our employees, shareholders, suppliers, government, and communities where we are present.

HERBARIUM PARTICIPAÇÕES LTDA.
CNPJ - 39.780.084/0001-69
Balance Sheet
On December 31, 2022
(In thousands of reais)

VALUE ADDED STATEMENT	2022
Revenues	276,877
Gross Added Value	201,570
Total added value to distribute	201,864

DISTRIBUTED ECONOMIC VALUE	2022
Personal	43,529
Taxes	58,985
Third-party compensation	84,492
Equity remuneration	14,859
Distribution of added value	201,864



**PHYTERA SERVIÇOS
FARMACÊUTICOS LTDA.**

CNPJ - 38.319.872/0001-90
Value Added Statement.
On December 31, 2022
(In thousands of reais)

ADDED VALUE STATEMENT	2022
Revenues	-
Gross Value Added	(930)
Total added value to be distributed	(946)

DISTRIBUTED ECONOMIC VALUE	2022
Personal	438
Taxes	26
Third-party compensation	183
Equity remuneration	(1,593)
Added value distribution	(946)

**(INTUA) NOVA HERA COMÉRCIO
VAREJISTA DE COSMÉTICOS LTDA.**

CNPJ - 41.789.384/0001-50
Value Added Statement.
On December 31, 2022
(In thousands of reais)

ADDED VALUE STATEMENT	2022
Revenues	212
Gross Value Added	(2,220)
Total added value to be distributed	(2,258)

VALOR ECONÔMICO DISTRIBUÍDO	2022
Personal	1,506
Taxes	(1,039)
Third-party compensation	34
Equity remuneration	(2,759)
Added value distribution	(2.258)



Our ability to generate wealth goes beyond the financial aspects and encompasses social and environmental developments. We value creating decent jobs and opportunities for local communities. We invest in research and innovation to drive scientific advancement and improve our products. In addition, we maintain ethical and transparent relationships with our suppliers and business partners, aiming to build a sustainable value chain.

Our employees are the foundation of our success and we recognize their commitment and dedication through fair compensation and incentive programs. In addition, we reinvest part of our profits in social and environmental initiatives that benefit the communities where we operate.

We are committed to being an exemplary company that balances economic growth with preserving the environment and promoting social well-being. Our DVA reflects this commitment, evidencing that we are on track to create a positive and lasting impact.

As we move forward on our ESG journey, we will continue to improve our economic performance, seeking a deeper understanding of the value we create and the way we share it.

SUPPLIER MANAGEMENT

GRI 2-29, 3-3, 308-1, 308-2, 408-1, 409-1, 414-1, 414-2

At Herbarium our supplier management is based on strong principles of ethics and respect for human rights. While we do not have a unique indicator for this item, we are committed to ensuring that all suppliers follow the highest standards of conduct.

Through the procedures² we aim that the approved suppliers are in full compliance with our code of ethics and conduct. In this code, we establish clear guidelines for compliance with the rules and labor standards in force in the countries in which we operate.

Our commitment is strong and unwavering. We require our suppliers to combat all forms of undeclared work, ensuring that all employees of their companies have employment contracts that meet legal requirements and respect their fundamental rights. In addition, we do not tolerate the use of child labor, ensuring that the minimum ages established by national legislation and ILO Convention No. 138 are strictly complied.

We reject any form of forced or compulsory labor. We require our suppliers not to use or support labor under these conditions in accordance with ILO Convention No. 29. Discrimination is also unacceptable to us. We do not allow our suppliers to discriminate against their employees based on race, national or social origin, religion, gender, sexual orientation, among other criteria, at any stage of employment.

² HLB-POP-GQ-0004 (Change Control) and HLB-POP-QF-0002 (Supplier Management).

Fair compensation for work is a fundamental principle in our supply chain. We advise our suppliers to fully comply with applicable compensation provisions, including minimum wage, as set forth in the country in which they operate for supply purposes. In addition, we ensure that they comply with working time regulations, ensuring that their employees have adequate rest time and respecting legal limits.

We value freedom of association and the right to collective bargaining as fundamental to ensure a fair and participatory work environment. We require our suppliers to respect these rights as set forth in applicable law.

At Herbarium, we understand that our responsibility goes beyond our products and internal operations. Through the conscious management of our suppliers, we seek to create a positive impact at all stages of our value chain. We believe that, together, we can build a more sustainable world, where economic prosperity is harmonized with care for the environment and respect for human rights.

We are proud to say that currently 100% of our main suppliers are approved and evaluated based on these criteria. In evaluating our suppliers, manufacturers and service providers related to our core business, we have identified that they all follow the environmental and labor standards applicable to the sectors in which they operate. This makes us confident that none of our suppliers are causing actual or potential environmental or social impacts.

In addition to environmental and social aspects, occupational health and safety protection are key concerns for us. Therefore, we ensure that our suppliers meet the requirements in this regard, seeking to create a safe and healthy work environment for everyone involved in our supply chain, driving significant change in our industry and contributing to a better future.








We will continue to improve our supplier management, seeking lasting partnerships with companies committed to the same ideals. We want to be an inspiration for the sector, showing that it is possible to prosper economically while preserving the planet and promoting social well-being. Together, we will move towards a more sustainable supply chain, building a future in which product quality meets environmental and social awareness.

COEXIST AND BOOST

GRI 2-29

It is with great satisfaction that we present this chapter, in which we explore the vital importance of stakeholders and the significant impacts that our operations have on them. We recognize that our success is not achieved in isolated way but is the result of continuous and collaborative interactions with diverse stakeholders, ensuring an open and inclusive dialogue to build relationships of trust and mutual respect.

Our company is committed to building strong, long-lasting relationships with our relationship audiences. Next, we will highlight the engagement of our key stakeholder groups, recognizing the importance of understanding expectations, needs and concerns for the development of effective strategies and actions. We constantly seek to improve communication and engagement with these audiences, ensuring that their voices are heard and considered in our decisions.

Stakeholders	Objective	Impacts
 Final consumer	Promote brands and products and inspire people to a healthier and more natural life, through the delivery of products made of natural ingredients with pharmaceutical quality.	Point of sale communications, magazine ads, closed TV, social networks, company relationship channels, events, etc.
 Pharmacy and distributor chains	Disseminate the brands and products and assist the networks in better exposure and guidance of these types of products, so that the market as a whole may grow, since this means that more people will be consuming products with more natural ingredients.	Through our sales team, our demand team, and the category management department.
 Physicians	Disseminate the brands and products, assist them in the indication of products to patients and develop courses that can generate even more improvement for this audience.	The contact is made through our demand team, which are our representatives, using materials developed by our marketing based on the studies offered by the medical and technical areas.
 Other healthcare personnel	Disseminate the brands, products and concepts of herbal medicine to nutritionists and pharmacists.	The contact is made through our marketing and trade team, and for pharmacists, phytotherapy materials and products are prepared and training is provided in pharmacy chains, etc. For nutritionists, the contact is made by email, also promoting our products.
 Other industries	Bvtec, one of the brands of the Herbarium Business Ecosystem, outsources and licenses products to other industries, so the purpose of the contact is to disclose the quality and production capacity and the development of new products, as well as their structured and efficient service.	The contact is made through our bvtec business strategy team.

Stakeholders	Objective	Impacts
 Press	Disseminate the brands and products, as well as the company's pillars and culture. The Herbarium Business Ecosystem has a very well structured and grounded purpose as sharing what we do is a way to inspire more companies to have the same commitment to generate positive impacts for society and environment.	We have a very trusting relationship with the press. The contact is made through our marketing team and our press office, our releases can be followed in the news area and in the Herbarium in the media area , on our website.
 Influencers	Promote the brands and products, mainly from the Musquée line, a cosmetic line based on Rose Hip Oil from the Herbarium brand and the Intua brand products.	Contacts with this group is made by our marketing area, by the press office or by specialized agencies.
 Regulatory Agencies	Follow the discussions of the sector and be able to contribute to the evolution of the channel.	Contact with this group are made by our regulatory department.
 Associations	To be with groups that seek the best for the sectors where we operate and, mainly, for the dissemination of herbal medicine in the country.	Contacts with this group are made by specialized areas within the company, for example, regulatory and marketing.
 Suppliers	Promote our brand and culture so suppliers are happy to work with us. The relationship, in this case, must be based on cooperation trust, and responsibility.	The contact with this group is made by our procurement department also known as Supplies.
 Employees	Delight our employees through our culture and daily actions.	All employees are responsible for maintaining a healthy and productive work environment. To enhance this, we also have departments focused on this feeling: Endomarketing and Organizational Human Development.
 Non-profit institutios	Use our resources to benefit even more people through relevant social and environmental impact projects.	Our Support and Sponsorship department seeks projects that promote health and well-being. Examples include Baalaka Social, which uses art to strengthen the identity of children and adolescents exposed to violence and prejudice, the sponsorship of the book Experts of Joy, which seeks to bring joy and well-being to people and the sponsorship of teaching the Transcendental Meditation Technique in schools and universities by accredited teachers.



TRANSFORMING COMMUNITIES, BUILDING A BETTER FUTURE

GRI 2-23, 2-24, 2-29, 3-3, 203-1, 203-2, 413-1, 413-2

Our Business Ecosystem is driven by a deep commitment to the local community both at the headquarters in Colombo (PR) and at the office in Rio de Janeiro (RJ). We believe that true corporate success is intrinsically linked to the ability to cause a positive impact on the lives of those around us.

In 2022, we took important steps to assess and measure the social and environmental impacts of our operations. We carried out the census and started the Diversity and Inclusion Program, seeking to strengthen and appreciate diversity in our team. With the Super Herbarium program, we financially recognize those who stand out in extraordinary activities including those that directly impact the community. We also first measured the CO₂ emission generated, demonstrating commitment to mitigating environmental impacts.

Through this and other inspiring initiatives, we transform communities and reinforce the identity of those who face daily adversity. An example is the **Baalaka Social** project, an art-education program in Rio de Janeiro that uses art as a tool to strengthen the identity of children and adolescents exposed to violence, prejudice, and social marginalization.

Another impactful initiative is the sponsorship of the book Experts of Joy, a project that makes artistic interventions with clown language in hospital environments, bringing joy and hope to children under challenging situations.

The Atitude Herbarium program is a tangible example of our ongoing commitment to make difference in people's lives. Every year, hygiene products are collected for donation to schools and institutions near the headquarters, meeting the real needs of the community. In addition, we donate winter clothing, food, and toys at key times of the year, bringing comfort and joy to those who need it most. We also encourage blood donation, a vital action that saves lives and strengthens community health.



No actual and/or potential negative impact has been made on local communities as we strive to be a positive transformation force. Our corporate social responsibility extends beyond these initiatives, and we are proud of the achievements and positive impact we have generated. Since the certification as a B company to projects aligned with the Sustainable Development Goals (SDGs), we are committed to creating a more fair, inclusive, and sustainable world.

RELATIONSHIPS THAT STRENGTHEN

GRI 2-23, 2-28, 2-29

At Herbarium we are connected to a network of associations and actions that share our vision of a better world. We are part of renowned associations that are reference in their respective sectors.



With the Brazilian Association of Companies in the Herbal Medicine, Food Supplement and Health Promotion Sector (Abifisa) we join forces with other specialized companies committed to herbal medicine, natural health, and well-being. Together, we share high-level knowledge and experiences and seek to strengthen and improve the regulatory environment, technical-scientific knowledge, and attractiveness for the development of our sector.



Another prominent relationship is with the Pharmaceutical Industry Union (Sindusfarma). Together we share a commitment to raising the standards of quality, safety, and effectiveness in the industry. We actively participate in discussions, contribute to established initiatives and promote excellence in our practices, always aiming at the benefit of consumers and all the society.

In addition, we are active members of the Brazilian Association of the Personal Hygiene, Perfumery and Cosmetics Industry (Abihpec).

In this association we connect with the main players in the sector exchanging ideas, promoting responsible innovation, and working together to take the industry to new heights, always focusing on product quality and safety.



In addition to associations, we are part of the global movement of Conscious Capitalism. Originated in the United States, this inspiring movement aims to raise awareness of business leadership by promoting practices based on value generation for all stakeholders. We share this vision and believe that business success is directly linked to the positive impact we have on people and on the planet.



At the Brazilian Association of Phytotherapy (Abfit), we are engaged in the promotion and development of this ancient practice. We join efforts with other experts and researchers seeking to value the ancestral culture and offer products that promote health and well-being in a natural way.

We find a powerful synergy in each of these relationships. We share common values, strive for excellence and are committed to a vision of a sustainable future. Together, we join forces to meet the challenges of the present and shape a better future. We are building bridges, overcoming obstacles and promoting positive change in the industry, driving wellbeing and sustainability at all levels.

RESPONSIBILITY BEFORE THE CONSUMER

GRI 3-3, 416-1, 416-2, 417-1, 417-2, 471-3

Herbarium is a company committed to ensuring the health and safety of consumers through sound measures and practices. The company maintains governance policies and a customer-oriented culture recognizing the importance of regulatory bodies in protecting the population.

The quality of our products is our priority. From the research phase to the end of product development, best practices are adopted, anchored in technical-scientific excellence and clinical ethics to assess the benefit that will be delivered and the potential risks associated to exposure. All steps are carried out with the main objectives of ensuring the effectiveness of the products and the safety of the patients who will use our brands.

The company maintains its own internal quality policies ensuring that 100% of the products meet current regulatory standards. In addition, the manufacturing facilities and operations comply with the good practices for manufacturing required by Anvisa. Rigorous controls and analysis are aligned to ensure safety and quality along with company values.

Seeking continuous improvement of its processes, it relies on programs such as internal audits, management reviews of the pharmaceutical quality system, treatment of non-conformities and periodic review of product quality. These actions ensure convergence with the good practices requirements and the constant improvement of the company.

With regard to communication, Herbarium is committed to offering clear and accurate information to consumers, following current regulations. The disclosure materials undergo regulatory analysis, ensuring compliance with the rules applicable to products advertising subject to health regulations. The goal is to provide unbiased communication focused on safe use and reducing the risk of misuse.

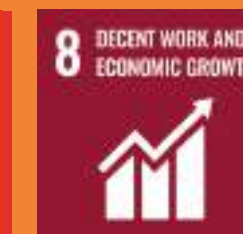


Pharmacovigilance plays an essential role in monitoring the safety of products during their commercialization, detecting, evaluating, understanding and preventing product-related adversities. Spontaneous reports from consumers and health professionals are collected, as well as monitoring of scientific publications allowing the identification of relevant information regarding product safety. With this monitoring, the company can adopt preventive measures, such as issuing alerts and changes in the leaflets ensuring continuous updating and safety use of its products.

Herbarium values ethics, transparency and responsibility in its operations in the scientific, marketing, technological and regulatory environments. Through solid practices, constant updating and knowledge management, the company demonstrates a commitment to providing quality products, prioritizing the health and well-being of consumers.



SER *Natural*



SER NATURAL

We firmly believe in building a sustainable business ecosystem, in which different companies and units will be interconnected, depending on each other to achieve success and generate value for customers, employees, partners, community and the environment. Inspired by the complexity and interconnection of natural ecosystems, we adapt this concept to the business landscape and call it the Herbarium Business Ecosystem.



We work together in a dynamic structure driving sustainable development in all activities.

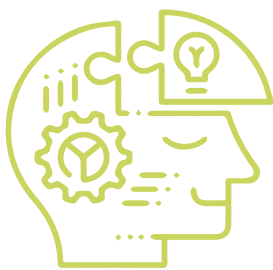
THE HERBARIANS

GRI-2-7, 2-8, 3-3, 401-1, 405-1

Our team consists of a team that operates in administrative and manufacturing environments in the Paraná and Rio de Janeiro units. We also have professionals in the area of medical and commercial demand distributed in different regions of the country.

This geographic diversity and the variety of profiles of our employees enrich the organization with different perspectives and skills continuously boosting growth and success. We are proud to have a diverse team representing different regions and functions within the Herbarium Ecosystem.

All employees, once admitted, participate in an integration training covering topics such as quality, procedures and the company's code of ethics. In addition, we promote periodic training reviews no later than every two years, ensuring that everyone is up to date and aligned with our principles.

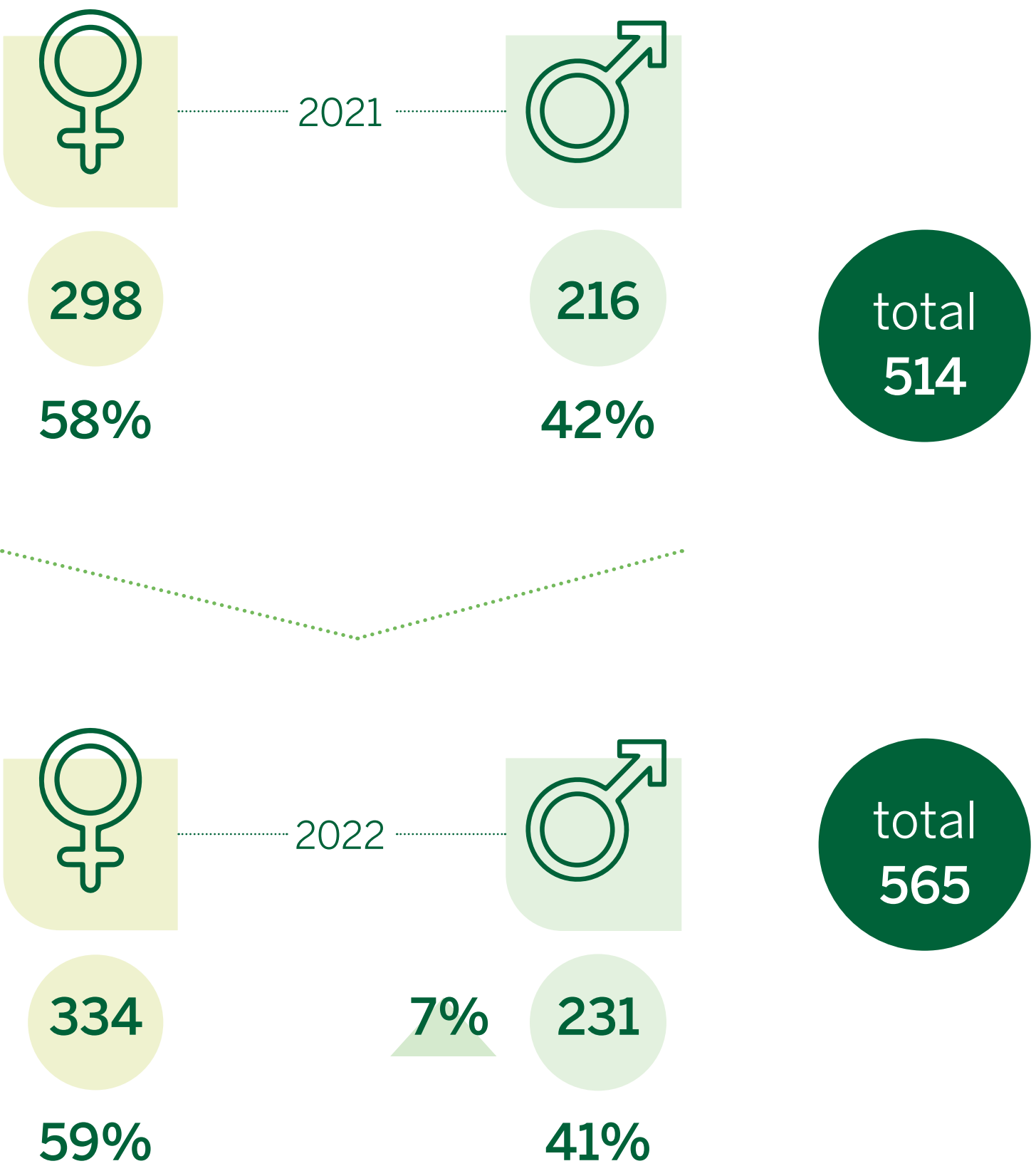


Regarding the profiles of our employees, we have different categories. Our employees are those who provide non-casual work for the company, under its dependence and upon salary, in accordance with article 3 of the Consolidation of Labor Laws (CLT). We consider apprentices to be workers between the ages of 14 and 24 under apprenticeship contracts, regulated by the Apprenticeship Law, providing young people with theoretical and practical training for up to two years.



TOTAL EMPLOYEES

GRI 2-7



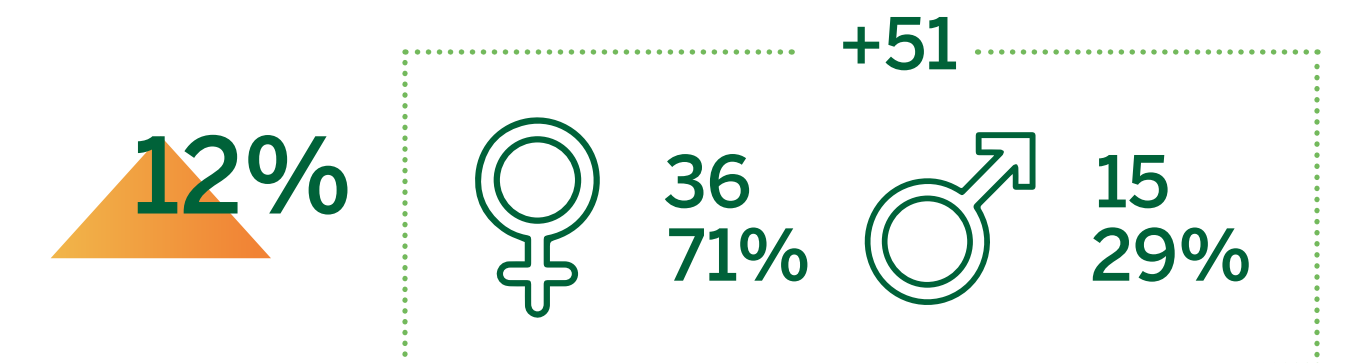
ECO-H	FEMALE			MALE			OVERALL TOTAL
	APPRENTICE	EMPLOYEE	FEM. TOTAL	APPRENTICE	EMPLOYEE	MALE TOTAL	
31/12/2021	12	286	298	4	212	216	514
Colombo-PR	12	170	182	4	118	122	304
Rio de Janeiro-RJ	0	13	13	0	10	12	25
Others	0	103	103	0	82	82	185
31/12/2022	10	324	334	4	227	231	565
Colombo-PR	9	204	213	4	137	141	354
Rio de Janeiro-RJ	1	13	14	0	13	13	27
Others	0	107	107	0	77	77	184

ECO-H	FEMALE			MALE			OVERALL TOTAL
	APPRENTICE	EMPLOYEE	FEM. TOTAL	APPRENTICE	EMPLOYEE	MALE TOTAL	
31/12/2021	12	286	298	4	212	216	514
Part-time	12	0	12	4	0	4	16
Colombo-PR	12	0	12	4	0	4	16
Rio de Janeiro-RJ	0	0	0	0	0	0	0
Full-time	0	286	286	0	212	212	498
Colombo-PR	0	170	170	0	118	118	288
Rio de Janeiro-RJ	0	13	13	0	12	12	25
Others	0	103	103	0	82	82	185

ECO-H	FEMALE			MALE			OVERALL TOTAL
	APPRENTICE	EMPLOYEE	FEM. TOTAL	APPRENTICE	EMPLOYEE	MALE TOTAL	
31/12/2022	10	324	334	4	227	231	565
Part-time	10	0	10	4	0	4	14
Colombo-PR	9	0	9	4	0	4	13
Rio de Janeiro-RJ	1	0	1	0	0	0	1
Full-time	0	320	320	0	227	227	551
Colombo-PR	0	204	204	0	137	137	341
Rio de Janeiro-RJ	0	13	13	0	13	13	26
Others	0	107	107	0	77	77	184

For us, valuing and capacitating our employees is a priority. In 2022, we created 51 new jobs in companies in the Herbarium Business Ecosystem, 34 of these jobs were for women what

represents a 12% increase in the female workforce.



TOTAL NON-EMPLOYED WORKERS

ECO-H	FEMALE				MALE				OVERALL TOTAL
	INTERN	SERVICE PROVIDER (TEMPORARY)	SERVICE PROVIDER (THIRD PARTY)	FEMALE TOTAL	INTERN	SERVICE PROVIDER (TEMPORARY)	SERVICE PROVIDER (THIRD PARTY)	MALE TOTAL	
31/12/2021	6	2	10	18	0	1	6	7	25
Colombo-PR	5	2	9	16	0	1	4	5	21
Rio de Janeiro-RJ	1	0	1	2	0	0	2	2	4
31/12/2022	0	0	10	10	0	4	7	11	21
Colombo-PR	0	0	9	9	0	4	5	9	18
Rio de Janeiro-RJ	0	0	1	1	0	0	2	2	3

ECO-H	FEMALE				MALE				OVERALL TOTAL
	INTERN	SERVICE PROVIDER (TEMPORARY)	SERVICE PROVIDER (THIRD PARTY)	FEMALE TOTAL	INTERN	SERVICE PROVIDER (TEMPORARY)	SERVICE PROVIDER (THIRD PARTY)	MALE TOTAL	
31/12/2021	6	2	10	18	0	1	6	7	25
Part-time	6	0	0	6	0	0	0	0	6
Colombo-PR	5	0	0	5	0	0	0	0	5
Rio de Janeiro-RJ	1	0	0	1	0	0	0	0	1
Full-time	0	2	9	11	0	1	6	7	19
Colombo-PR	0	2	9	11	0	1	2	3	14
Rio de Janeiro-RJ	0	0	1	1	0	0	1	2	3
31/12/2022	0	0	10	10	0	4	2	11	21
Part-time	0	0	0	0	0	0	0	0	0
Colombo-PR	0	0	0	0	0	0	0	0	0
Rio de Janeiro-RJ	0	0	0	0	0	0	0	0	0
Full-time	0	2	10	10	0	4	7	11	21
Colombo-PR	0	2	9	9	0	4	5	9	18
Rio de Janeiro-RJ	0	0	1	1	0	0	2	2	3

Explanatory note: Colombo-PR: Our industrial plant is located in Colombo metropolitan zone of Curitiba-PR. | Rio de Janeiro-RJ: Marketing and Commercial Office, located in the city of Rio de Janeiro-RJ.

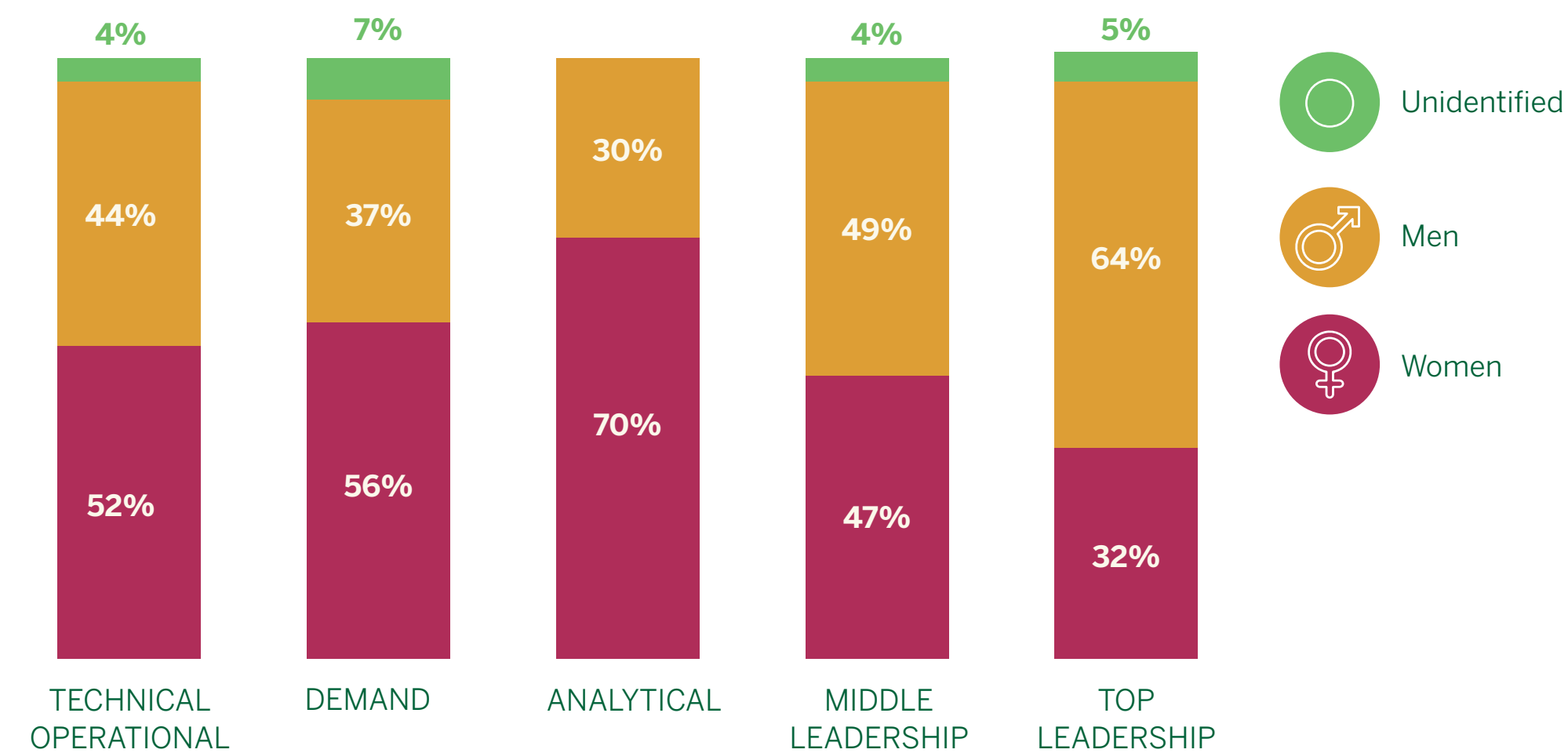




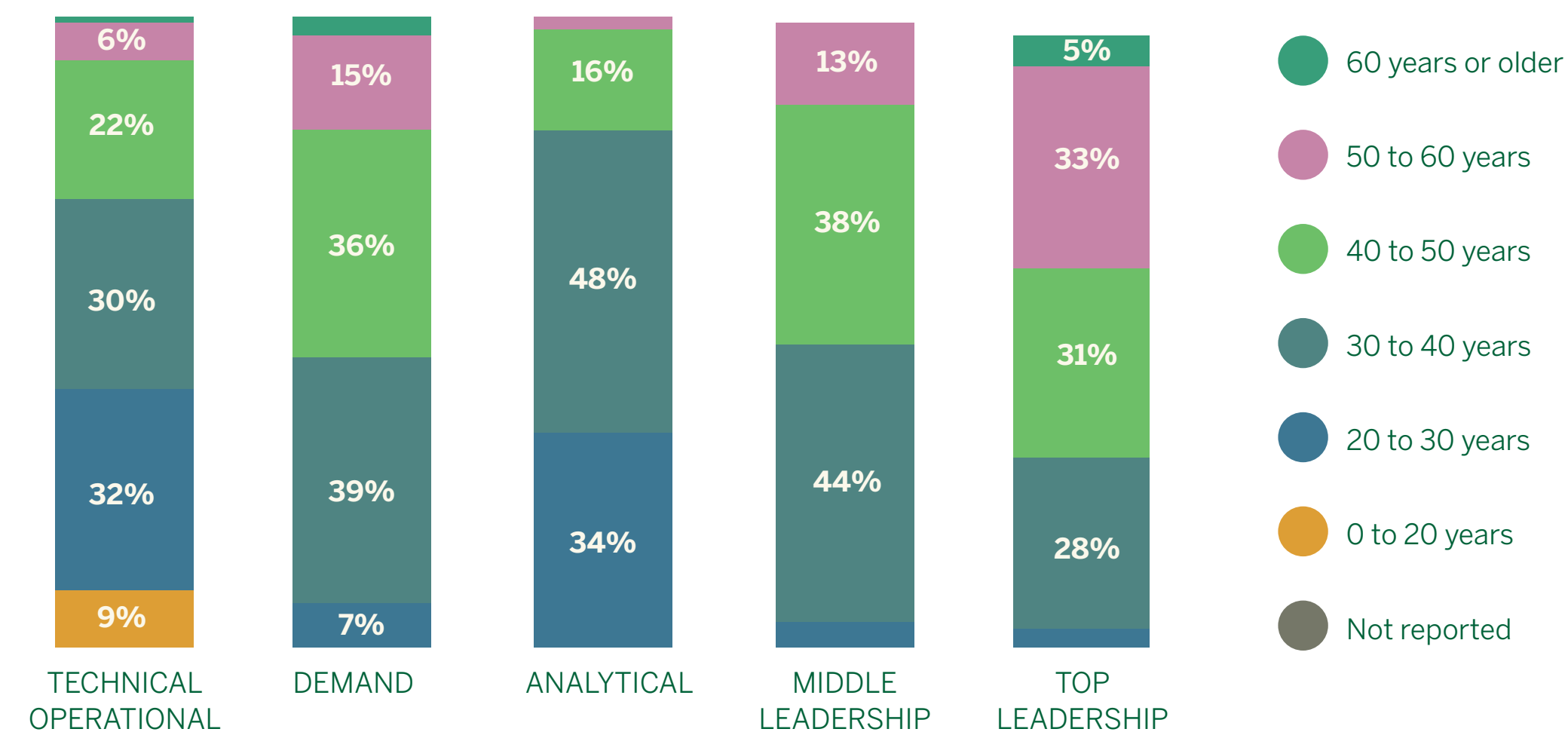
So, we were happy to share that 59% of the employees are women, what reflects a representation proportional to the Brazilian population. In addition, in the analytical sector we have a remarkable highlight, with 70% of women contributing their skills and knowledge.

In the Demand and Technical-Operational groups, women are also the majority, representing 56% and 52% of the positions, respectively. While there is still progress to be made, it is encouraging to note that in middle and top leadership management they correspond to 39% of the positions. This pursuit of gender equity by hierarchical level is a positive aspect and represents our ongoing commitment to diversity and equality of opportunities.

GENDER EQUITY BY HIERARCHICAL LEVEL

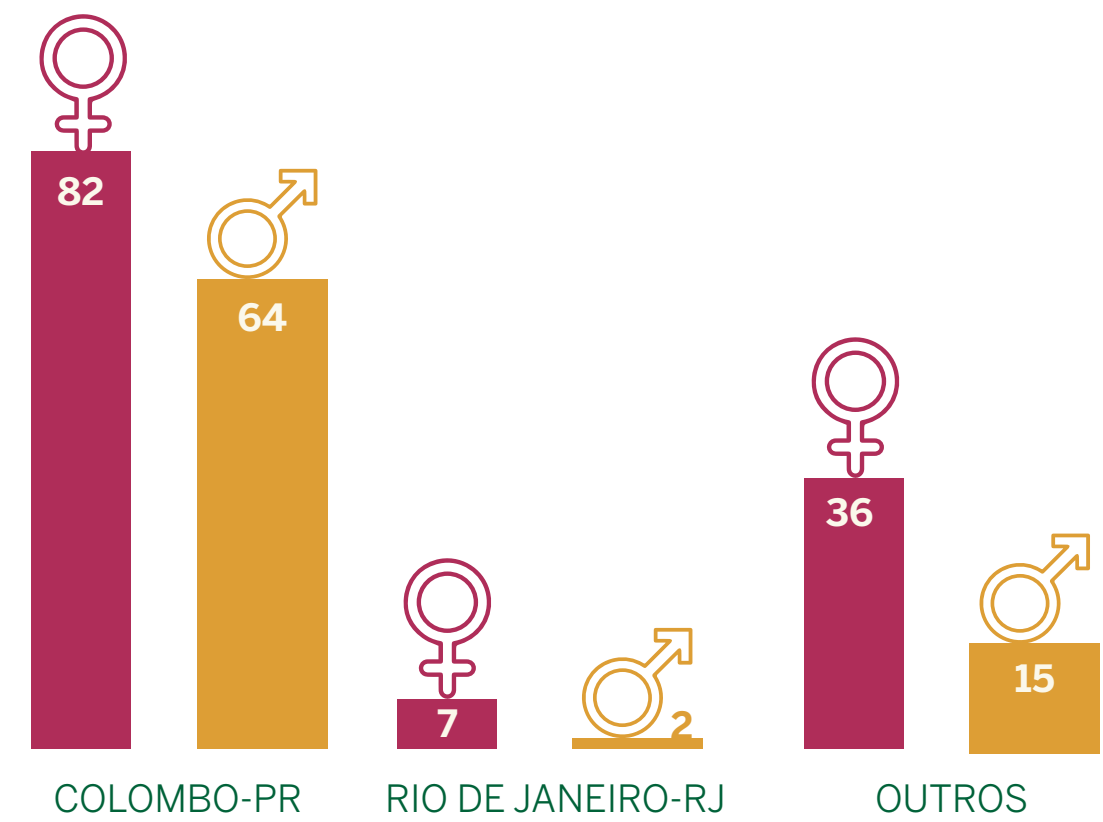


EQUITY BY AGE GROUP



HIRES BY AGE GROUP, GENDER AND REGION

01/01/2022 TO 31/12/2022	Female	Male	Overall Total
Colombo-PR	82	64	146
Rio de Janeiro-RJ	7	2	9
Others	36	15	51
Overall Total	125	81	206



01/01/2022 TO 31/12/2022	Female	Male	Overall Total
Between 30 and 50 years	76	44	120
More than 50 years	1	6	7
Less than 30 years	48	31	79
Overall Total	125	81	206



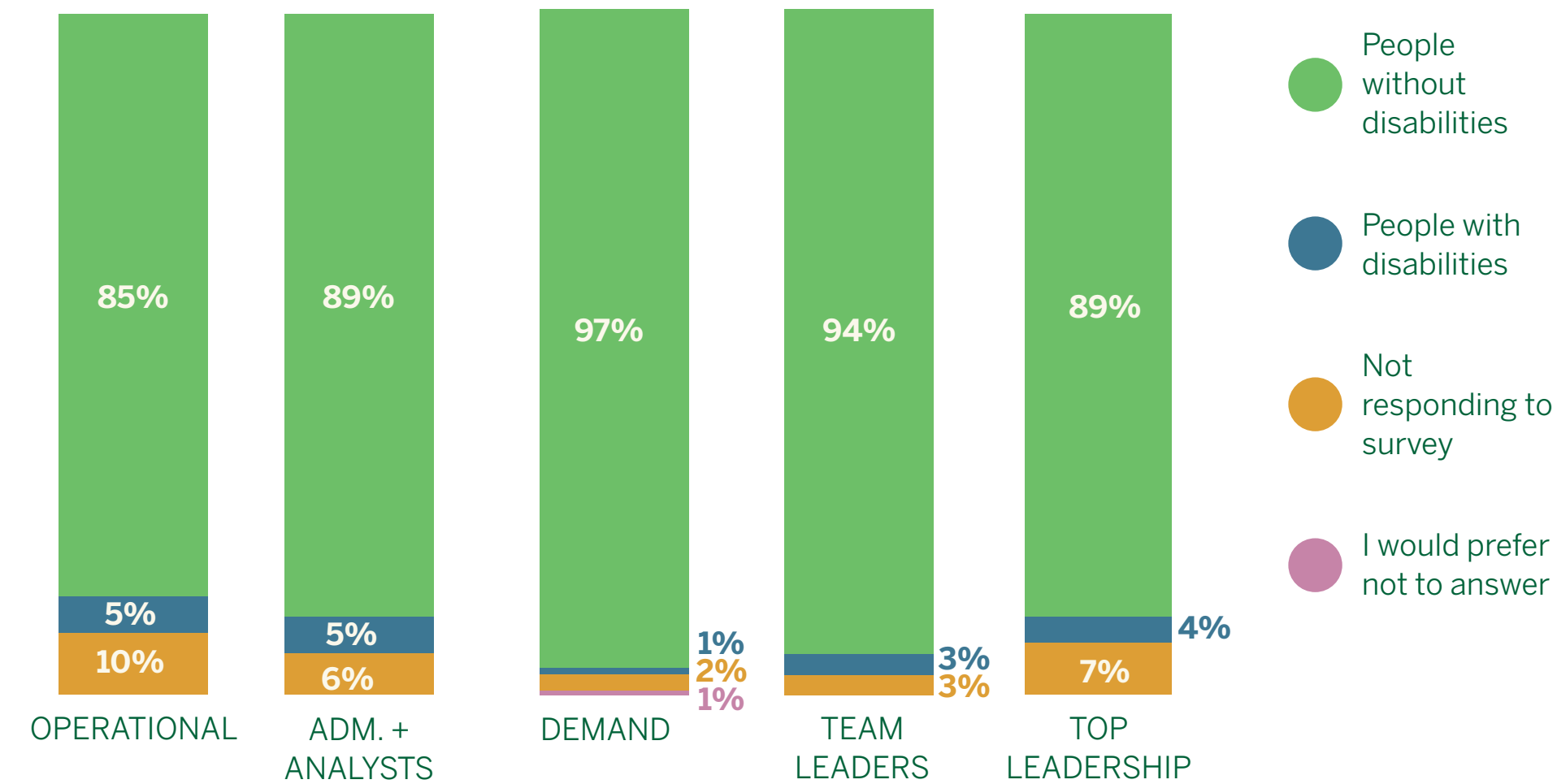
EMPLOYEE TURNOVER RATE BY AGE GROUP, GENDER AND REGION

01/01/2022 TO 31/12/2022	Between 30 and 50 years	More than 50 years	Less than 30 years	Overall Total
Female	4%	1%	6%	4%
Colombo-PR	4%	0%	5%	4%
Rio de Janeiro-RJ	5%	30%	4%	6%
Others	4%	1%	9%	4%
Male	4%	2%	6%	4%
Colombo-PR	5%	6%	7%	5%
Rio de Janeiro-RJ	0%	0%	5%	2%
Others	3%	1%	5%	3%
Overall Total	4%	2%	6%	4%

In 2022, we took the first steps in our Diversity & Inclusion journey, carrying out the Census and Diagnosis and training our managers and Human Resources team. In addition, we formed Affinity Groups, addressing the social markers of gender, racial diversity, sexual orientation, and people with disabilities.

According to our census data, our people with disabilities represent 4% of the sampled population. This representativeness extends to different areas demonstrating our commitment to equality and respect for the skills and potentials of each individual.

DISABILITY CONDITION BY GROUP



For next year, 2023, our goal is that these Affinity Groups elect priority projects and establish a work schedule. We are also planning to launch the Herbarium Diversity & Inclusion booklet and hold the 1st Diversity Week.



COMPENSATION POLICIES

GRI 2-19, 2-20, 2-21, 2-30, 3-3, 202-1, 405-2

At Herbarium, we are committed to establishing and achieving our strategic objectives in a clear and transparent manner. To ensure that our employees are recognized and rewarded according to their performance, we have developed a comprehensive compensation policy, with clear and consistent guidelines to attract, develop and retain talent.

As part of this process, we conduct market research and use methodologies to evaluate the distribution of positions in our organization including our senior executives. With these assessments, we seek to ensure that our salary structure is competitive.

This is the reason why 100% of Ecosystem employees are covered by by a Collective Bargaining Agreement, which guarantees annual salary increases based on inflation growth calculated based on the INPC of the corresponding period. This measure ensures that our employees receive a salary consistent with market practices and contributes to strengthening our relationship with the workers' union.

The compensation team plays a key role, as it is responsible for technically conducting the procedures and ensuring that the objectives are met and the compensation strategy is effectively implemented throughout the Ecosystem, training the involved areas and communicating all processes.

Managers are responsible for communicating and guiding employees regarding compensation strategies, criteria for salary evolution and career development. In addition, they actively participate and validate all processes related to salary movements of their teams. Any change in company departments, whether

promotions, transfers, changes in job titles, salaries or hiring, undergoes careful analysis and is only implemented after the required approvals which involve senior management, management, and coordination.



Variable pay is an integral part of our corporate culture. All employees have the opportunity to participate in the Profit Sharing Award (PPR) through which they are annually rewarded based on the total performance of the company. In addition, leadership positions are evaluated individually considering their contributions to collective success, which directly impacts this award. Each business has its own indicators, which are adapted for a fair assessment to pay the PPR.

This PPR award is a process negotiated collaboratively between the company and employees and subsequently validated by the competent union. We value the transparency and participation of everyone involved in this process.

DWithin the Herbarium Business Ecosystem, we have compensation tools that support our salary review and determination processes. One of them is the Salary Table, which divides the positions practiced in the company into classes considering different career levels and local market analysis. This table, built and reviewed annually based on salary surveys, ensures internal equity and external competitiveness, providing fair and attractive salaries for employees, regardless of gender.

	Female		Male		Total		2022	
Employees	Quantity	Minimum Wage Value	Quantity	Minimum Wage Value	Quantity	Minimum Wage Value	Local Minimum Wage Value	National Minimum Wage Value
Colombo-PR	204	R\$ 1,690.00	137	R\$ 1,690.00	341	R\$ 1,690.00	R\$ 1,680.80	R\$ 1,212.00
Rio de Janeiro-RJ	13	R\$ 1,755.00	11	R\$ 4,153.00	24	R\$ 1,755.00		R\$ 1,212.00
Others	107	R\$ 3,457.00	77	R\$ 3,457.00	184	R\$ 3,457.00		R\$ 1,212.00
Aprendiz	10	R\$ 789.45	4	R\$ 789.45	14	R\$ 789.45	R\$ 774.99	R\$ 774.99

Our salary review processes are formal and submitted for approval by both the Human Resources sector, senior management and the presidency and strictly follow the salary table, allowing salary adjustments twice a year (April and September). Regardless of hierarchical level, employees receive adjustments within their classes, with individual increases ranging from 0% to 25%, depending on performance and position in the salary range.

Therefore, we work to ensure that there is a balanced ratio between the base salary and the remuneration received by women and men in our organization. We recognize that equal pay is an ethical principle and plays a key role in retaining qualified employees, enabling them to feel valued and motivated in their roles.

PROPORTION BETWEEN BASE SALARY AND REMUNERATION RECEIVED

	Female			Male		
Annual Salary (13,33)	Average Salary Value	Average Compensation	Proportion	Average Salary Value	Average Compensation	Proportion
Colombo-PR	R\$ 54,365.30	R\$ 64,921.23	0,84	R\$ 54,627.13	R\$ 77,175.56	1.19
Rio de Janeiro-RJ	R\$ 92,882.77	R\$ 110,917.51	1,43	R\$ 188,235.27	R\$ 224,784.29	3.48
Others	R\$ 58,684.29	R\$ 70,078.82	0,90	R\$ 82,988.88	R\$ 99,102.56	1.53



We believe that a sound and transparent compensation policy is critical to the success of the organization and the continued growth of our talent. Together, we thrive and achieve exceptional results in pursuit of a shared vision.

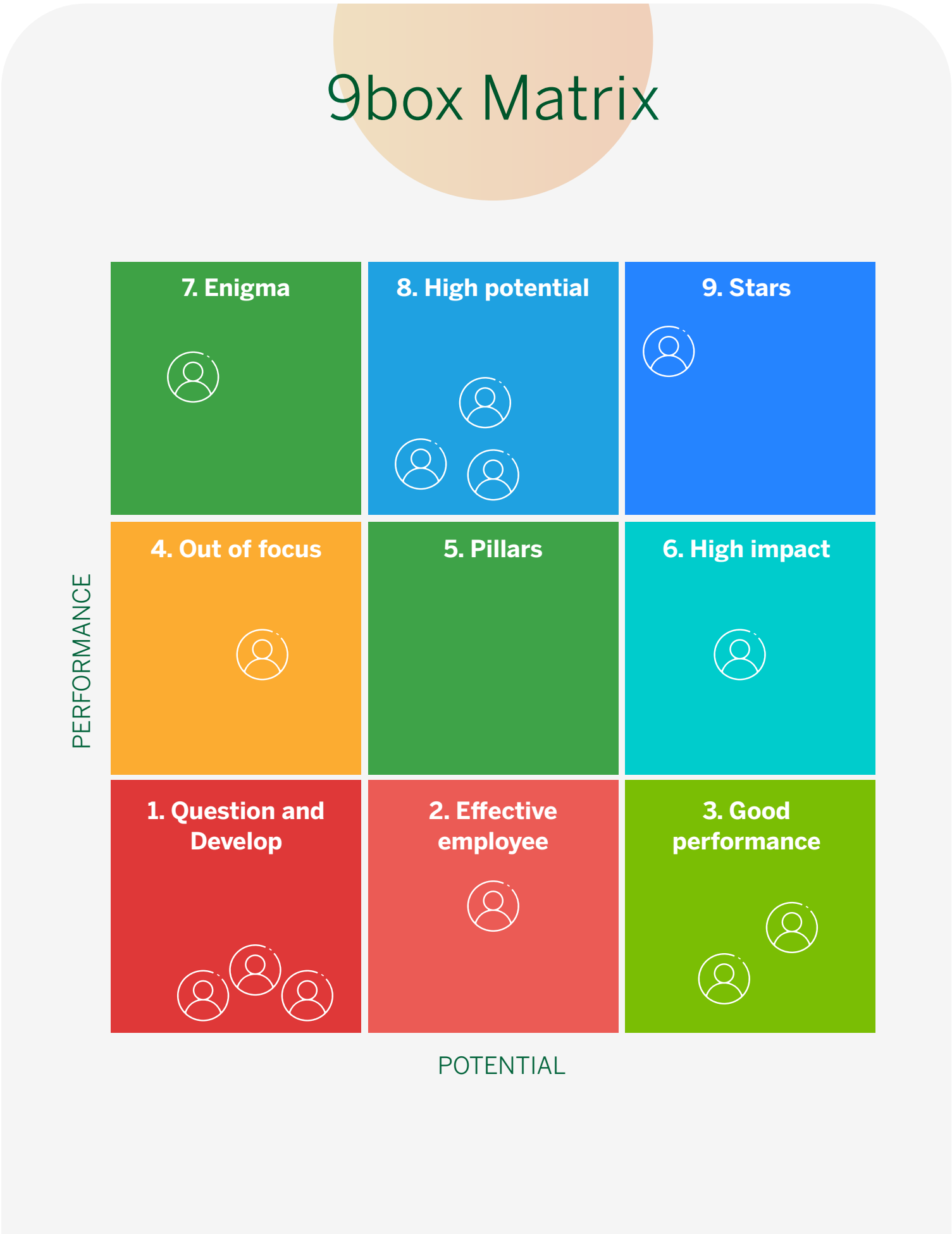
TARGETED PROFESSIONAL DEVELOPMENT

GRI 3-3, 404-1, 404-2, 404-3

Herbarium is dedicated to developing competencies at all levels of employees. We have a leader development program structured by levels, in which we work on Herbarium **principles, competencies** and **values** in a segmented track. For others, we have a program focused on Herbarium values and core competencies, preparing employees for the next steps in their careers.

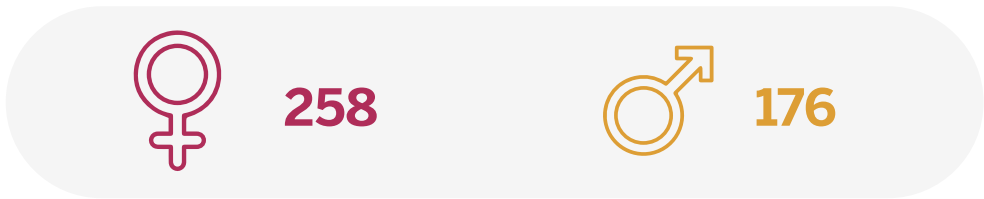
Our development paths are distributed throughout cycles, based on the 70/20/10 learning methodology, considering 70% of our own eand daily professional experiences; 20% of informal learning and interactions; and 10% of formal learning.

In addition, we adopt a career approach for employees based on tracking goals and competencies. Annually, employees have the opportunity to perform a self-assessment, followed by the manager’s evaluation. These results are crossed with the performance of the goals and traced in a 9box Matrix, a tool that assists in the analysis of the current performance of the employee and the expected result, contributing to the construction of the **Individual Development Plan (IDP)**.



In 2022, we evaluated a total of 434 employees, which corresponds to 76.8% of the workforce, 176 males and 258 females, considering only the eligible public. Each functional group received specific evaluation parameters, taking into account their unique responsibilities and contributions.

Functional category	Quantity
Analyst	85
Assistant	81
Coordinator	14
Specialist	8
Manager	34
Operator / Inspector	44
Rep.	127
Supervisor	20
Technician	21
Overall Total	434



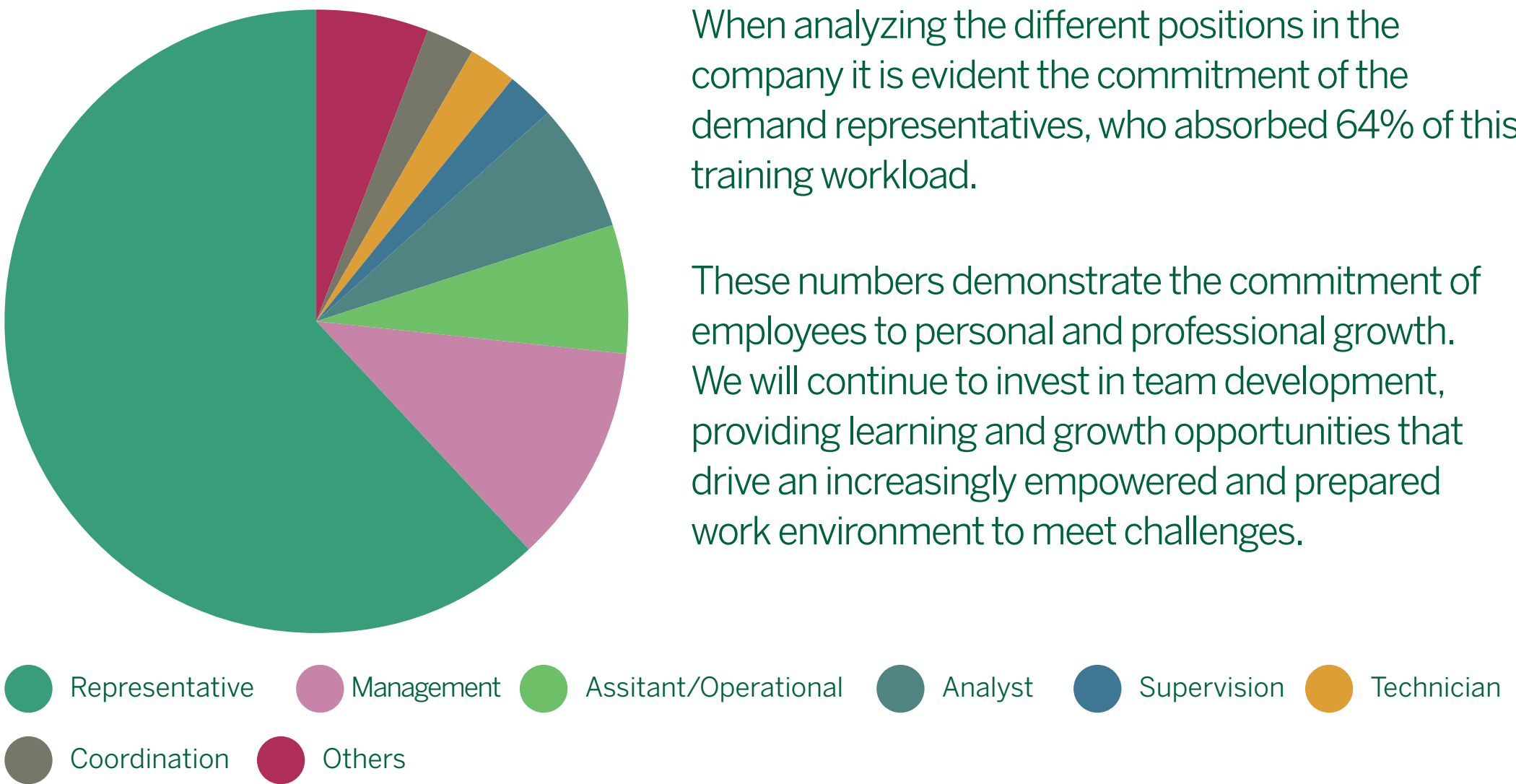
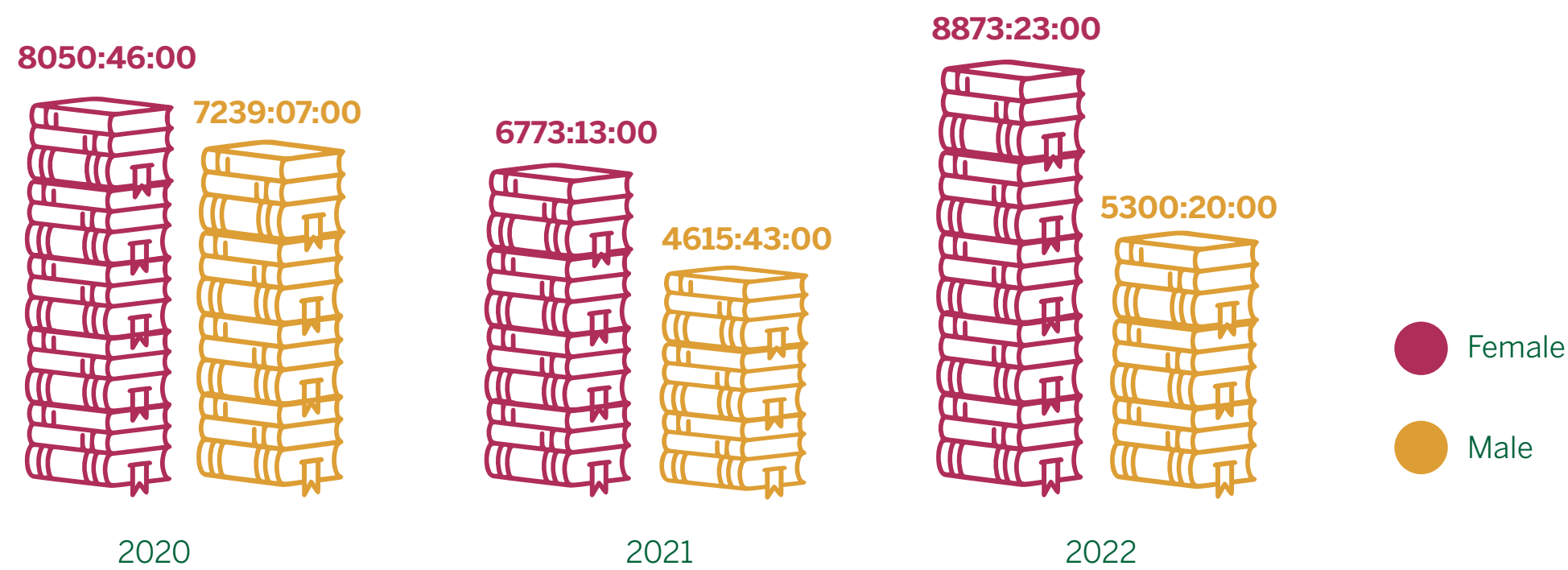
EDUCATION IS THE WAY

At Herbarium we believe continuous development is critical to individual and collective successes. We are committed to providing a stimulating learning environment where each employee can develop their skills and competencies, contributing to the growth of the organization.

In 2022, an average of 25 hours of training was completed by each employee. These learning hours were a valuable investment in improving skills and knowledge.

Following the gender proportionality of our employees, women received a total workload of approximately 7,900 hours per year and men, on average, participated in approximately 5,718 hours of training per year. These numbers reflect the commitment and dedication of both genders in the pursuit of development.

CREDIT HOURS BY GENDER



EVALUATE TO ADDRESS

In the Herbarium journey, our values are the foundation that guides us every day, driving significant impacts on employees, community and environment. Therefore, individual performance evaluation is conducted based on these values and seeks a holistic approach to achieving objectives and building a better society. In addition, our People Committee conducts a shared assessment of employees annually, assisting in the definition of promotion cycles, salary increases, transfers and career monitoring.

Performance appraisal is more than a formal process, it is an opportunity to inspire, motivate and recognize the talent and potential of each employee. Investing in one’s own growth is key to driving innovation, excellence and building a sustainable future.

WELL-BEING IS OUR PHILOSOPHY

GRI 2-24, 2-29, 3-3, 401-2, 401-3, 403-6

At Herbarium, we take a comprehensive approach to advancing employee wellbeing and benefits. Aware that a healthy and rewarding work environment is essential to everyone's success, we offer better benefits than those required by law and align them with best market practices.

We recognize that an accomplished and healthy employee is able to achieve maximum potential and contribute significantly to collective success. Knowing the diverse needs of employees, benefits cover several important areas, from health and wellness to support for families, and are separated into 8 (eight) categories:



HEALTH AND WELL-BEING

Promote access to and encouragement of healthy practices

- **Health Care:** The employee has the security of a medical plan for himself and his family with coverage for elective or emergency treatments and care throughout the accredited network. There is no charge for monthly fees for holders and dependents.
- **Dental Care:** Dental plan for employees and dependents with coverage for elective or emergency treatments and care throughout the accredited network. The amount of the monthly fee is tied to employee's monthly remuneration.

- **Vaccination Campaign:** Free flu vaccination carried out according to the annual calendar in the workplace or in a space previously defined by the company.
- **Transcendental Meditation:** More than 415 scientific research proves the benefits of Transcendental Meditation in the pursuit of improving quality of life and decreasing stress, bringing numerous benefits such as increased focus and productivity, decreased anxiety, insomnia and depression, improved teamwork and interpersonal relationships, and more tranquility and peace. All employees are eligible and the program is subsidized by the organization.
- **Running/Functional Group:** Thinking about providing well-being and quality of life practices, Herbarium offers the Running Group and Functional Training to all permanent employees at Colombo unit.
- **Total Pass Agreement:** Access to the best gyms around Brazil to train whenever you want, even choosing the activity you like the most and matches your style. There are several flexible plans for the employee to choose and make the most of this benefit.



INSURANCE

Keeping our employees insured is very important to us



FOOD

In addition to encouraging the practice of healthy habits, we have the benefits related to food

- **Life Insurance:** Coverage in case of death or accident, to ensure the financial security and tranquility of the employee and dependents. It does not have a payroll discount; the benefit is 100% funded by the company and the adhesion is automatic upon admission.

- **Funeral Assistance:** Coverage of services in cases of death of the employee or legal dependents (spouse/ children). It does not have a payroll discount; the benefit is 100% funded by the company and the adhesion is automatic upon admission.

- **Food Voucher:** Benefit card for allowance in the purchase of foodstuffs by the employee and family.

- **Meal Voucher:** Benefit card for meal purchase allowance by the employee working in external services or at Rio de Janeiro branch.

- **Cafeteria:** At the Colombo unit, with balanced food and nutritionist accompaniment, serving coffee, lunch and dinner to employees..

- **Hot drinks in the pantry:** Available in the pantries all day, offering coffee, milk, tea, chocolate milk, and cappuccino.



TRANSPORTATION

Facilitate travel with financial support



FAMILY

Taking care of the family is also our nature

- **Transport Voucher:** Benefit granted to the employee for his/her own travel to the company.

- **Fuel Voucher:** Benefit granted to managers for their own travel to the company.

- **Maternity Leave Extension:** We participate in the Government Program Empresa Cidadã, which allows extended maternity leave from 120 (days) to 180 (days) in a row.

- **Parental Leave Extension:** We participate in the Government Program Empresa Cidadã, which allows extended paternity leave from 5 (days) to 20 (days) in a row.

- **Marriage License Extension:** We provide newlyweds with paid leave different from that provided by law. We provide 3 business days from the date of the civil marriage.

- **Long weekend and Holiday Calendars:** Thinking about quality of life, Herbarium follows a calendar of long weekends and holidays providing breaks on national holidays and extensions when they fall on Tuesdays and Thursdays.
- **Birthday:** The employee has the right to take a day off in the month of his/her birthday.
- **Graduation Day:** Graduates are entitled to have the graduation day off.

These initiatives positively impact the lives of our employees and family members and also directly reflect on the retention of talent at Herbarium:

MATERNITY AND PATERNITY LEAVE

	Female	Male	Overall Total
Employees entitled to the benefit	334	231	565
Employees who took the benefit	20	7	27
Employees who returned to work after leave	20	7	27
Rate of return	100%	100%	100%
Employees who remain in employment 12 months after return	14	6	20
Retention rate	70%	86%	74%



FACILITIES

We always seek more for our employees

- **Pharmacy Agreement:** Access to several pharmacy chains with different discounts on products. Ease of payroll discount.
- **Payroll Loan:** Loan requested from Banco Itaú and recorded in the payroll, with differentiated interest.
- **Parking:** Parking spaces available for employees in the company’s internal parking lot in Colombo.
- **English Agreement:** Here, the Herbarian employee has this benefit to learn or improve their knowledge of the English language at a different price.
- **Herbarium Store:** Convenience and low price so the employee can purchase portfolio products with a discount up to 40% (forty percent).



PPR

Profit Sharing Program

- **PPR:** Profit Sharing Program to reward employees for achieving pre-established goals.



CAREER PATH

We seek the best development for our employees

- A **successful career** requires firm steps toward professional fulfillment. Therefore, the career plan was created, in which employees know their career, their development and their future.

In addition, we offer a set of advantages that aim to promote a healthy, balanced, and inspiring environment, valuing the well-being of employees.

1

PHYSICAL HEALTH:

- **Health Week:** Held annually, Health Week offers face-to-face and online workshops that address topics relevant to the employee's health and self-care, such as healthy cooking classes, lectures with nutritionists, lectures on aromatherapy, self-massage classes, yoga classes, among others.
- **Meatless Monday:** Meatless Monday's motto is: "It's good for the planet, good for animals, and good for health." In addition to all the environmental benefit, this global meatless Monday movement has a direct impact on employee health. The Herbarium Business Ecosystem has joined this program and it is already proven that this small reduction in consumption brings benefits related to the reduction in the risks of diabetes, heart attack and other cardiovascular diseases, in addition to the reduction in the risk of some types of cancer.



[Learn more about the program on the website](#)

2 FOR MENTAL HEALTH:

- **Transcendental Meditation:** : In addition to the Mental Health program, we have been encouraging the **Transcendental Meditation (TM)** program since 2009. The benefits of TM are already proven, and Herbarium offers the employee the option of taking the course to become a meditator and provides a room for the practice to be carried out during office hours. Employees are encouraged to practice meditation for approximately 25 minutes when starting and ending their workday.



WHAT DOES TM DO FOR YOU?

INCREASES

Energy and Vitality
Physical and Mental Disposition
Creativity and cognition
Focus and memory
Orderly Thinking
Self-confidence and self-esteem
Happiness and inner peace

REDUCES

Stress and anxiety
Sleep disorders
Depression and panic disorder
Burnout risk
Attention deficit
Cardiovascular disease
Compulsions and Addictions

- **Mental Health Program:** For all employees and dependents in partnership with **Imnd**. The program consists of individual or group online therapy for depression, anxiety, burnout, leadership, coaching, motherhood, bereavement, chronic diseases, among others. We provide a team composed of psychologists to respond to crisis and emergency situations.



3 FOR 360° HEALTH - BEYOND THE TRADITIONAL:

- **Wellness Wheel:** We believe that health is not the absence of disease, but the state of harmony between various pillars of our lives. Thus, we created the Wellness Wheel Program, to measure the level of satisfaction in relation to some specific areas of employees' lives, identifying which ones need greater attention and proposing actions to generate changes. Initially, participants complete the self-assessment and, subsequently, carry out various activities, such as courses, training, and actions. At the end, they fill out this self-assessment again to identify the changes.



With a duration of 30 to 60 days, it works in 9 areas of life: physical health, emotional health, sustainability, social contribution, financial resources, relationship, organization, development, and satisfaction. However, 6 themes are worked on:

- ▶ Personalized nutritional monitoring.
- ▶ Follow-up by a physical educator to set up training.
- ▶ Guidance regarding personal financial organization.
- ▶ Time management and productivity orientation.
- ▶ Awareness of the impact of our actions on the environment.
- ▶ A social action is developed with the group.

Recognized by the Sesi ODS Seal in 2022, this practice aims to develop health in a holistic way in the employee, stimulating a deep reflection on their well-being and their connection with society and the planet.



CONEXÃO

In the daily life of Herbarium, we have a program called Connection, in which the Human Resources sector listens to employees to ensure that work relationships are appropriate to our culture. Annually, we rely on the partnership of an independent consultancy to assess the organizational climate, allowing us to identify improvements and promote a healthy work environment.



HEALTH AND SAFETY IN EVERYTHING WE DO

GRI 3-3, 403-1, 403-2, 403-3, 403-5, 403-7, 403-8, 403-9, 403-10

At Herbarium, the health and safety of employees is a constant concern and non-negotiable priority. Our commitment to safety is based on Ordinance No. 3.214/1978 of the Ministry of Labor. Our approach is to follow legal management programs and standard operating procedures (SOPs), covering a range of protective measures. From NR-01 to NR-35, we are attentive to every detail to ensure that our employees in Colombo, Rio de Janeiro and the entire national territory are protected by our SST management system.

Every hired employee undergoes a training program taught by the occupational safety department, in which the risks inherent to the employees’ work activities and the necessary safety measures to protect them are addressed. Risk controls, administrative measures, and the importance of mandatory use of collective protective equipment (CPE) and personal protective equipment (PPE) during the development of tasks are emphasized.

Thus, we ensure that all work at height, confined environments, hot activities, control of hazardous energies and electrical activities are carried out by issuing an Entry and Work Permit (PET). In addition, we promote continuous training and recycling regarding specific standards and procedures. All employees and third parties involved in risky work are aware of the safety procedures so that they can perform the activities with responsibility and awareness.

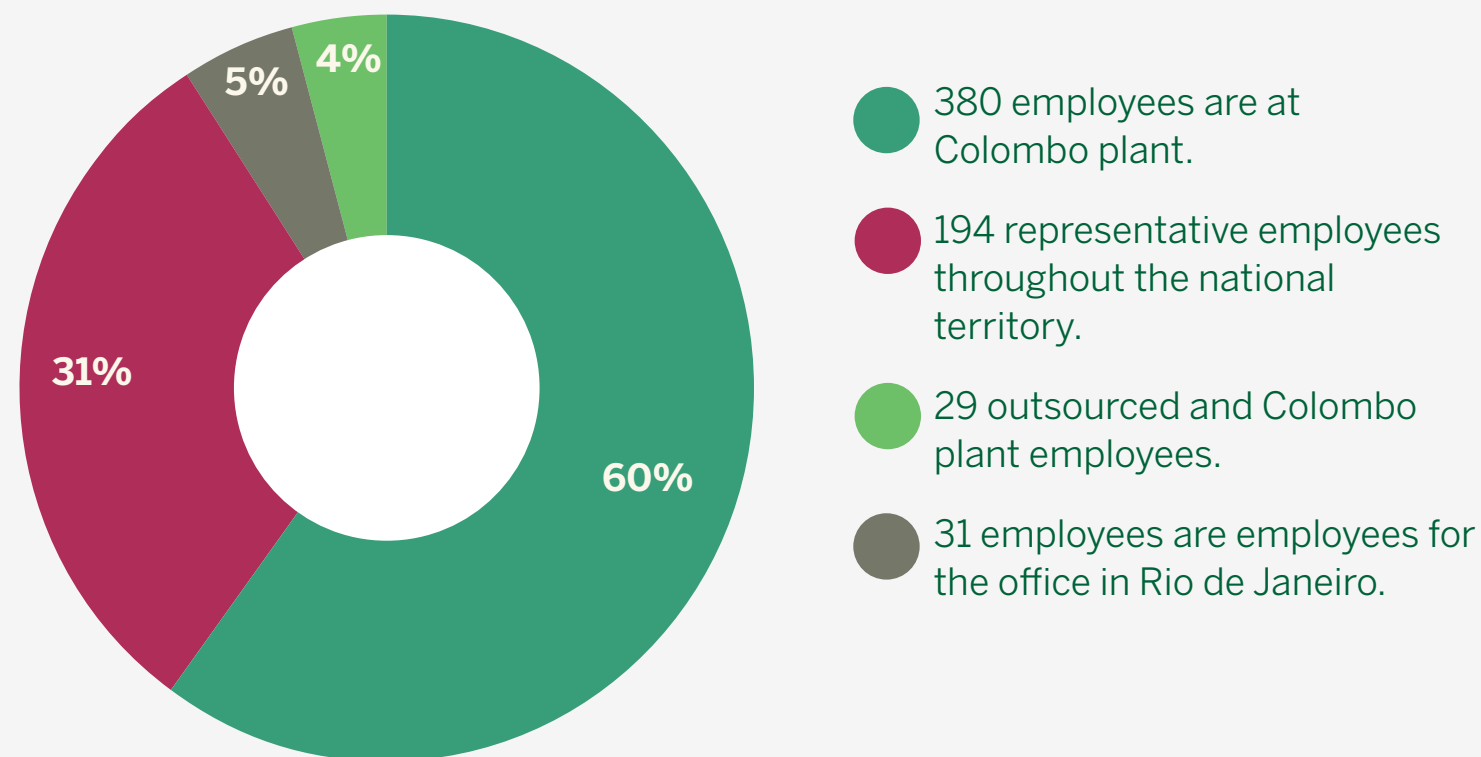
Accident prevention is a shared responsibility, and we rely on the Internal Commission for Accident Prevention (CIPA) to play a key role in this mission. CIPA is composed of professionals dedicated to the protection and prevention of accidents in the workplace. Monthly meetings are held to discuss the risks inherent in the different professions and identify the best strategies to avoid them. In addition, risk map and the Internal Accident Prevention Week (SIPAT) are carried out.

In this constant search for the protection of workers, we provide strategically located reporting channels, suggestion boxes and criticisms in which employees can report inappropriate situations, unsafe conditions, and incidents with total confidentiality. In addition, labor laws support us in ensuring that no worker suffers reprisals for reporting inappropriate working conditions.

In case of accidents or incidents, we take a proactive approach, formalizing investigations through Incident and Accident Reporting (IRR) and using tools that help identify possible causes for problems. Based on these analyses, we implement action plans and monitor effectiveness.

In 2022, we had six accidents, one commuting and five typical ones with work leaves, which were recorded through the opening of the Occupational Accident Communication (CAT). Our goal for 2023 is to reduce the number of injuries with work leaves to zero, aiming to continuously improve the safety of herbarians, who are not limited to direct employees only. We also care about workers who are not employees but whose work and/or workplace are controlled by the organization. To date, we have not recorded serious accidents involving these workers, keeping the index at zero.

For outsourced employees, we have established service contracts that stipulate compliance with Herbarium's quality, safety, and environmental policy.



To ensure excellence in health and safety services, we have a specialized team consisting of a Job Safety Engineer, Job Safety Technicians, Job Nursing Technician, and Outsourced Job Physician. We strictly follow the requirements of the relevant standards and legislation, maintaining Risk Management Programs (PGR), Technical Report on Working Environment Conditions (LTCAT), Occupational Health Medical Control Program (PCMSO) and hazard report.

In addition, in our relentless pursuit of a safe environment, we have established internal committees, such as the Emergency Brigade. We have a team of 35 trained members, with constant training. This brigade plays a crucial role in prevention and response in case of emergencies. Together with CIPA, they observe and indicate the risks in work environments, request measures to reduce them, discuss accidents that have occurred and guide other workers in accident prevention.



All these health and safety efforts aim to mitigate the main impacts to which our employees are exposed. Regarding fires, we have a highly trained and qualified emergency brigade, which operates in two shifts to serve the entire plant. Besides that, we have regularly inventoried and inspected equipment to ensure fire safety.

[Learn more about health and safety training in the Appendix.](#)

Another risk is contact with chemicals, for which we provide a chemical spill mitigation kit and trained professionals to contain any eventuality.

We also perform ergonomic analyses and implement work gymnastics for all employees in to reduce ergonomic risks and promote the physical and mental well-being of the team.

Regarding occupational health, we maintain a Medical Occupational Health Control Program (PCMSO) and assessments such as the Technical Report of Working Conditions (LTCAT). Therefore, we identify the hazards that present risks of accidents at work with serious consequences. We use the hierarchy of controls to eliminate dangerousness and minimize the associated risks. In addition, it is mandatory to issue an Entry and Work Permit (PET) in activities involving work at height, confined environment, hot or cold work, control of hazardous energies, excavation, and activity in electrical/substation.

We also carry out vaccination campaigns and maintain annual reports of the results of the examinations carried out. In 2022, there were no deaths, occupational diseases, or any type of work-related illness.

Herbarium believes that a safe and healthy work environment is essential to employee success. This commitment to health and safety is not just compliance with rules and regulations, it is a value that involves all members of the organization and, therefore, we invest in preventive measures, constant training, and efficient practices.





SER *Inspiring*



SER INSPIRING

With a tireless commitment to sustainability, Herbarium shares the measures and practices adopted in the production process, boosting the harmony between nature and health. Products, because they are herbal, reflect our dedication to the responsible use of natural resources, with most of the main composition coming from renewable sources, such as vegetable oils, essences, and active pharmaceutical ingredients.

Over the years, we have been working to integrate sustainable practices across all areas of Herbarium. From careful selection of ingredients to the implementation of eco-efficient technologies in the production process, we seek innovative solutions that reduce our environmental impact.



MATERIALS

GRI 3-3, 301-1

The careful classification of materials into renewable and non-renewable reflects this commitment to transparency and environmental responsibility, ensuring that all practices are in line with the values and principles of preserving the environment.



See our material management numbers in the Appendix

Our work in reverse logistics is a landmark of pioneering and innovation. We ensure that products are returned, after use, properly and safely. With participation in the Reverse Logistics System for Home Medicines for Human Use, Expired or Disused – LogMed, we are committed to complying with the guidelines established by Federal Decree No. 10.388/2020.

The Program implemented more than 3,600 collection points distributed in twenty states and in the Federal District. The collection of 195 tons of products demonstrates the relevance of this initiative and the responsibility we assume towards consumers and society.

In addition, in 2016, Herbarium was part of the Intelligent Disposal Program and, years later, even with the discontinuity of the program, Herbarium maintained the collection boxes, thus demonstrating the clear commitment of our engagement to reverse logistics of medicines in the state of Paraná. Over the entire period, more than 2 tons of home medications were collected, contributing significantly to the reduction of environmental impact.

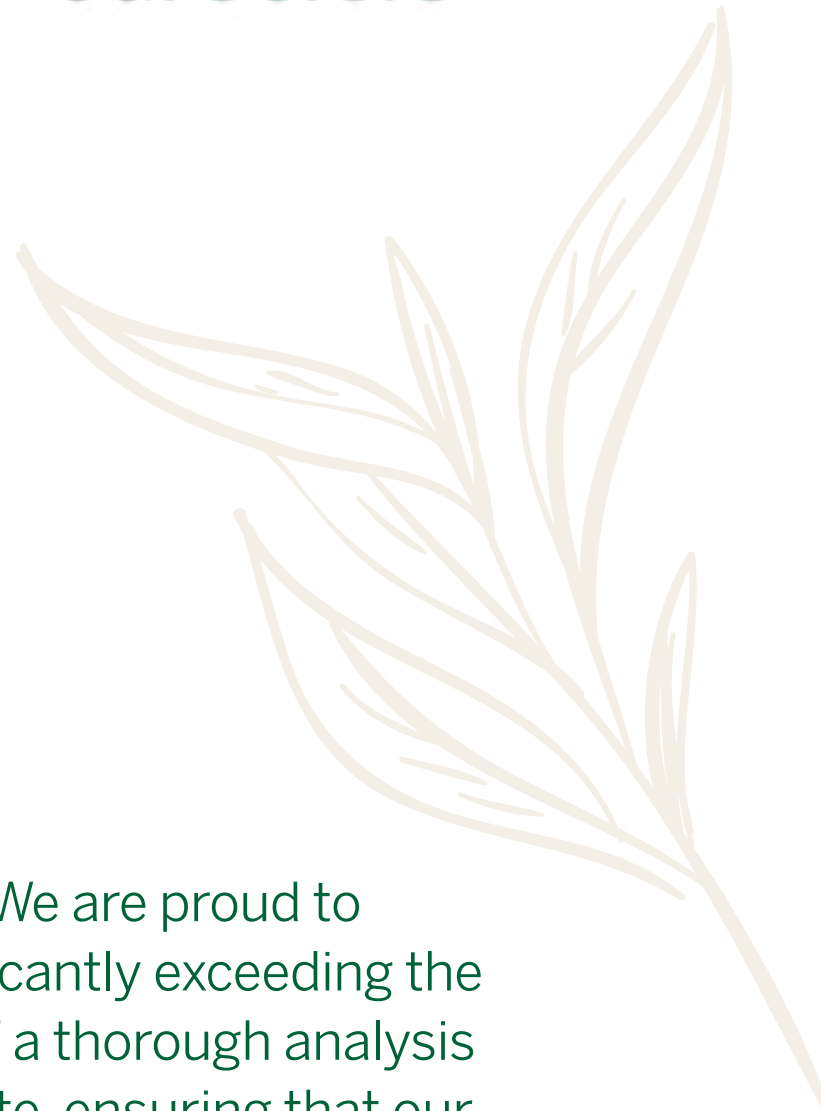
Regarding packaging, regardless of whether they are medicines, supplements or cosmetics, all our products are covered by the environmental packaging compensation solution in partnership with Eureciclo, and in 2022 there was a significant increase in the amount of compensated packaging, as shown by the following numbers.



Material	2021 (tons)	2022 (tons)
Plastic	23,74	38,141
Paper / Cardboard	59,018	85,821
Glass	29,073	41,141
Metal	3,784	6,736
Total	115,615	171,839

This result is due to our commitment to go beyond simple legal compliance. We are proud to compensate 100% of the packaging we make available on the market, significantly exceeding the requirements of the National Policy for Solid Waste. This effort is the result of a thorough analysis considering the weight, type of material and number of units sold in each state, ensuring that our contribution is strategically aligned with the consumption and disposal profile of the products.

We believe that sustainability is a collective journey and through awareness campaigns, training and engagement initiatives, we seek to disseminate the importance of sustainability to society as a whole.



WATER AND EFFLUENTS

GRI 3-3, 303-1, 303-2, 303-4, 303-5

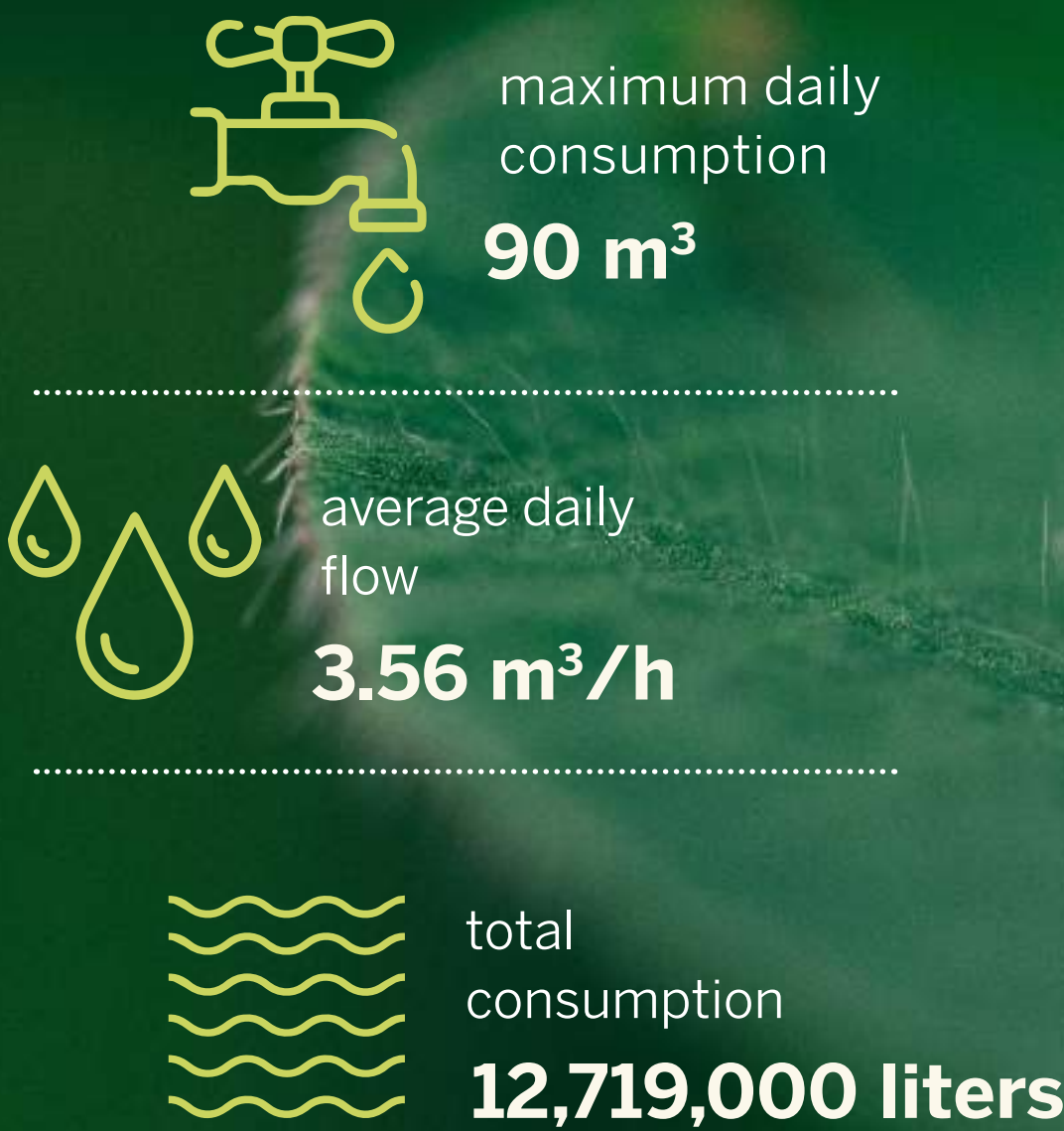
We are aware that water is a precious and limited resource, and it is our responsibility to use it sustainably. From the first moment, when the water is collected, to the final disposal stage, we seek innovative technological solutions to minimize our water consumption and preserve this vital asset.

With the implementation of artesian wells, we obtained a local and reliable source of water, reducing our dependence on the public network. The collected water goes through a rigorous treatment process, ensuring the necessary quality for our products. After the collection and treatment process, it is distributed to all sectors of the company, including the manufacturing, administrative, bathrooms, changing rooms, pantries, and cafeteria.

The collection of water by Herbarium is regulated by an Underground Collection Grant (Ordinance 30/2022/OD-GOUT), issued by the competent environmental agency, establishing maximum exploration conditions, such as the volume allowed for collection by hour, day and month. The objective is to control and regulate the use of this natural resource by its quantity and its quality.

The company adopts measures to ensure compliance with the requirements established in the grant and promote the conscious consumption of water. Hydrometers are installed at strategic points in the distribution network, including a main hydrometer at the outlet of the artesian well. Daily, readings of this equipment are taken to determine the volume and total flow and by sector, comparing them with the established conditions.

In 2022, the maximum daily consumption recorded was 90 m³, below the limit established in the grant. The average daily flow was 3.56 m³/h, one cubic meter below the licensed. Our total consumption was growing, from 10,732,000 liters in 2021 to 12,719,000 liters in 2022. The increase is justified by the expansion of our Business Ecosystem, with the entry of new brands this year and the implementation and commissioning of the brands that will enter in 2023.





The sustainable mindset is ingrained in all areas of our company. By monitoring our water consumption, we set challenging goals and constantly look for ways to optimize the use of this resource. In addition, we have implemented water reuse systems that allow us to store and reuse wastewater in specific processes, such as irrigating our green areas. The current storage capacity for reuse water is 80,000 liters. In addition, we collect rainwater, avoid waste and promote the virtuous water cycle.

But we don't stop there. We recognize that environmental preservation is a collective task and, therefore, we invest in an Effluent Treatment Plant (ETE), which allows us to treat the water used and return it to the environment safely, without causing damage to local ecosystems. The ETE has an activated sludge treatment system, followed by three lagoons, the first two of which are covered by aquatic plants, such as aguapé and duckweeds, harmoniously integrating into the landscape of the company's preserved green area. After going through this process, the final effluent is discharged into a freshwater stream, belonging to the Iguaçu watershed, located outside areas of water stress.

See our figures on water use management and effluent treatment in the appendix.



BIODIVERSITY

GRI 3-3, 304-1

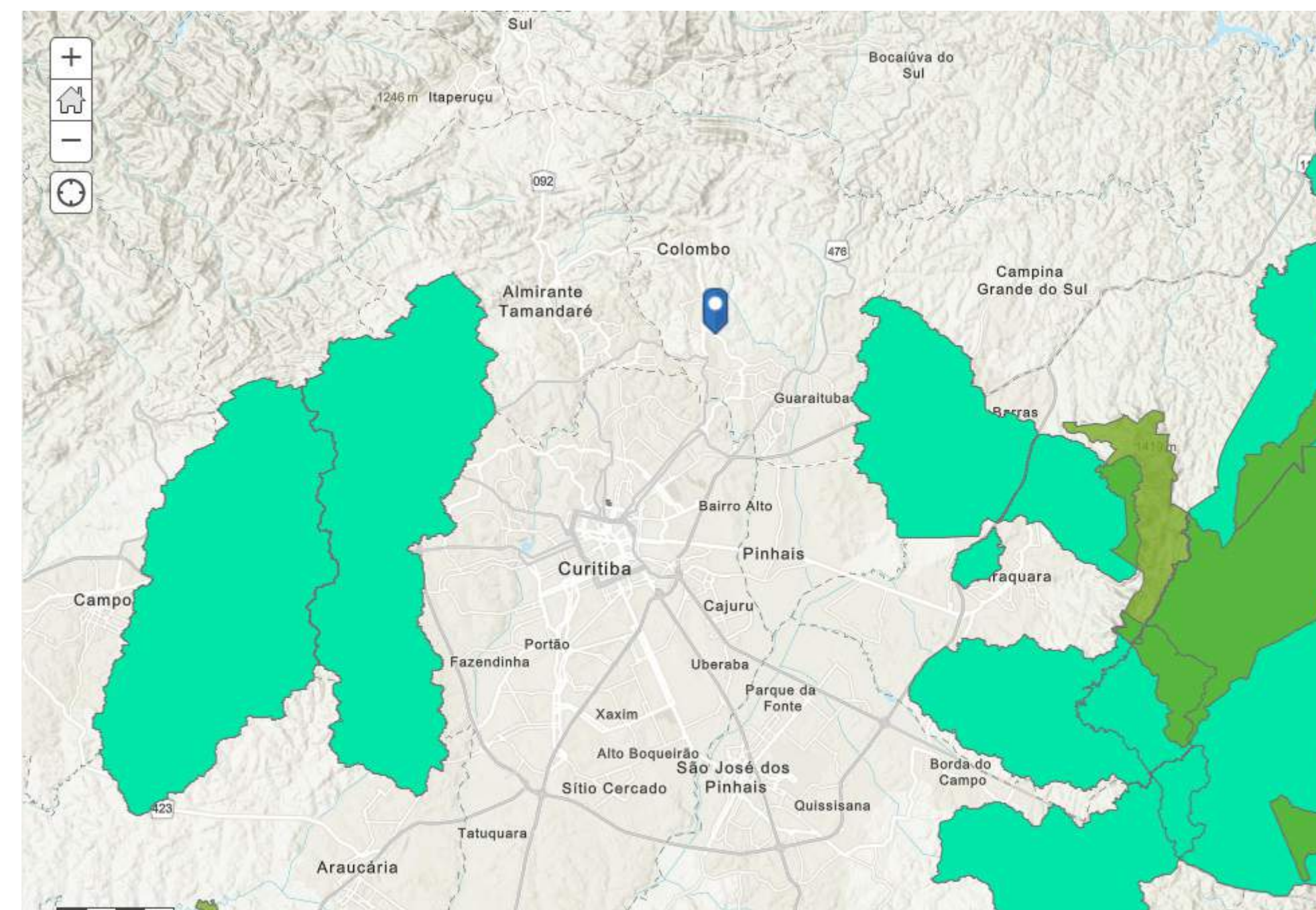
We, at Herbarium, are proud to share the measures and practices aimed at biodiversity conservation in our Eco Parque, located in Colombo, metropolitan region of Curitiba, Paraná.

With a total area of 85,400 m², we have 24,700 m² of built area and 50,700m² of green area managed between organic garden, medicinal garden, orchard, and woods. We also have 10,000 m² of Preservation Area, where we take care of endangered species of ecological interest.



10,000 m²
Preservation
Area

Located in a strategic region, our Eco Park is close to important Conservation Units, such as the State Environmental Preservation Area of Iraí and the State Environmental Preservation Area of Passaúna. Although we are not part of an APA, we are surrounded by areas considered fundamental for the conservation of biodiversity in Paraná. These areas preserve native forest remnants and play a crucial role in maintaining natural wealth.



In the heart of our Eco Park, we find the majestic Araucaria (*Araucaria angustifolia*), a native tree that faces a high risk of extinction and is on the International Union for Conservation of Nature (IUCN) Red List of Threatened Species. Recognizing its importance, we dedicate space and attention to protecting this iconic species. We also take care of xaxim (*Dicksonia sellowiana*) and palm heart (*Euterpe edulis*), which are part of our rich plant diversity and face threats due to commercial exploitation. Both plants are classified in the Official List of Species of Brazilian Flora Threatened with Extinction.

In addition to the Preservation Area, we dedicate space for an organic garden, an orchard, and a medicinal garden in our Eco Park. In the garden, we grow a variety of vegetables, prioritizing foods of easy cultivation and quality, being used in our cafeteria to promote healthy eating. In our orchard, fruits such as orange, jabuticaba, guava, lemon and apple bring freshness and flavor to our landscape. And, of course, as we specialize in herbal medicines, we have created a medicinal garden with plants that have valuable medicinal properties, such as artichoke, guaco, mallow, ginkgo, espinheira santa, passion fruit and many others.

These areas are not only spaces for cultivation and preservation, but also places of connection with nature for our employees. We allow access to all these areas, including the woods, so that everyone can enjoy the natural environment that surrounds us.

We are committed to preserving biodiversity and promoting sustainable practices in all areas of our Eco Park. Herbarium believes that it is possible to reconcile progress and care for nature. Our commitment to preserving biodiversity is an expression of our love for the environment and our responsibility to ensure a sustainable future for all.



ENERGY

GRI 3-3, 302-1, 302-3

Herbarium is part of the free energy market, as a special consumer and, therefore, we only consume energy from renewable sources.

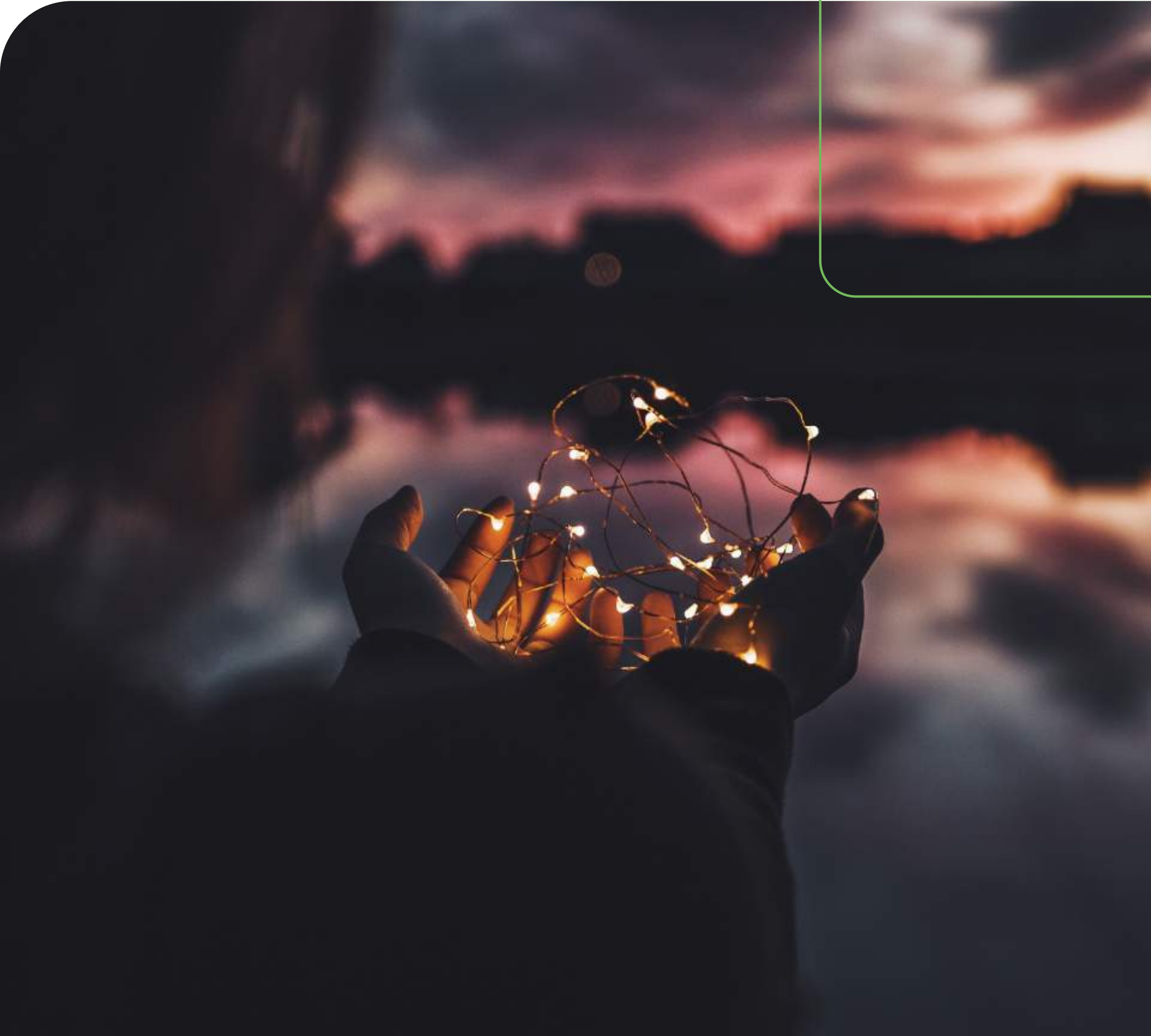
The increasing gross consumption shown in the table below is a result of the growth of the Business Ecosystem and its operations.

Year	Energy consumption in kWh	Energy consumption in GJ*
2020	1.611.098	5799,9528
2021	1.875.733	6752,6388
2022	2.342.305	8432,2980

* 1 Kilowatt-hour = 0.0036 Giga joules.
Nota: Data referring only to the Colombo plant.

For the management of energy intensity, we set goals for the improvement of processes and the optimization of environmental impacts.

⚡ 2022 ⚡				
Energy consumption (kWh/UP)	Energy Target (kWh/UP)	Goal Achieved?	Energy consumption (kWh)	Units Produced (UP)
0,27	0,29	YES	2.342.305	8.602.282



EMISSIONS

GRI 3-3, 305-1, 305-2, 305-3, 305-4, 305-5

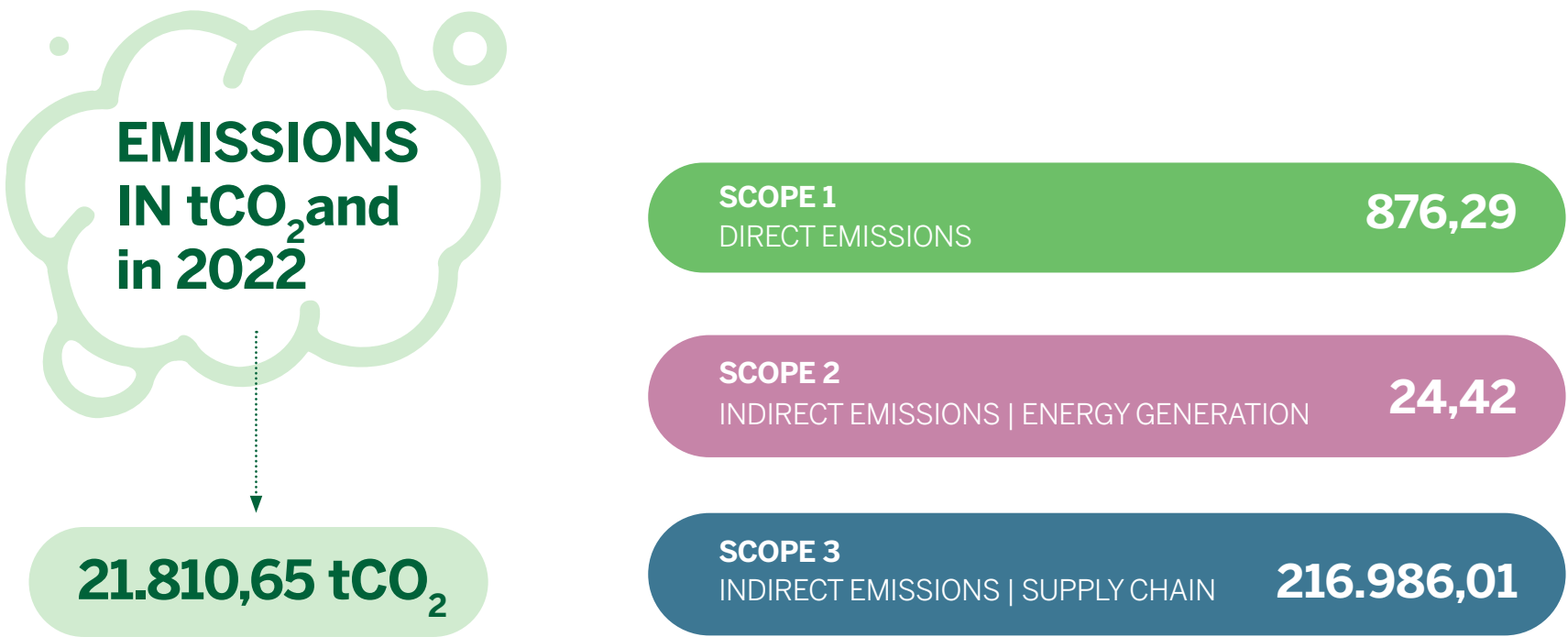
Climate change is a serious and growing threat to the well-being of people and the planet. Aware of this concern, since 2021 we have been carrying out our Greenhouse Gas Emissions Inventory based on the Brazilian GHG Protocol Program, and in line with the IPCC Guidelines for National Greenhouse Gas Inventories (2006), to identify and mitigate the risks inherent to the operations of our units.

Regarding the energy consumed in 2022, we acquired our first International Renewable Energy Certificate (I-REC), attesting to the purchase of 1,769 MWh of energy from solar sources, which was reported in the inventory as consumption by purchase option, zeroing CO₂ emissions of this total. There was still a balance of energy consumption of 573.31 MWh without coverage by the I-REC, which was declared in the calculation of emissions as “Grid energy without REC”.

Also, for the entire fleet of vehicles, our premise is that only ethanol is used as fuel, with gasoline being supplied only when ethanol is not available in the region. With ethanol, the carbon emitted is biogenic and this is part of the natural carbon cycle, so it is not considered in the calculation of the equivalent CO₂ emission, contributing to the reduction of Scope 1 emissions. In 2022, we used 331,683.68 liters of ethanol against 18,129.77 liters of gasoline.

In addition, we started to offset the carbon emissions generated in the transport of orders placed in our online store and obtained the first 5 Ton. carbon offset certificate. For 2023, we have established the goal of zero waste directed to landfill, which should be achieved in the second half of the year. This initiative will also allow us to zero the GHG emissions associated with sending waste to landfill.

We are aware that we are on the right path and committed to minimally impacting the planet we will continue to seek ways to be more sustainable and responsible with the environment.



Nota: The emission indicator was 2.5 kgCO₂e /UP, i.e. 2.5 kilograms of CO₂ equivalent for each unit produced. But if we only look at the emissions of scopes 1 and 2, the indicator is 13 gCO₂e/unit, that is, 13 grams of CO₂ equivalent for each unit produced..

We are part of the free energy market, as a special consumer, ensuring that we use energy only from renewable sources. This initiative has provided us with a significant reduction in scope 2 emissions.

See our numbers on climate change management in the Appendix.

WASTE

GRI 3-3, 306-2, 306-3, 306-5

At Herbarium, we are committed to ensuring proper management of solid waste and being an example. For the separation of waste from the moment of its generation, it is provided for in our Solid Waste Management Plan (PGRS) that each sector of the company has specific dumpsters for each type of material (non-recyclable, paper, plastic, metal, blister, and others).

Our employees receive training on how to properly dispose this waste and contribute to this impact in daily actions, such as reducing impressions, using mugs and bottles provided by the company instead of disposable cups, using minimal paper towels to dry their hands, reducing food waste in the cafeteria, among others.

When it comes to industrial waste, we are proud to report that none of it goes to landfill. We prioritize recycling whenever possible, also considering co-processing and incineration as viable alternatives (applying these options especially for medicines and raw materials). For 2023, our goal is to achieve the Zero Landfill mark, ensuring that no waste from the company is destined for landfills, including sanitary waste.

2022

Amount of waste sent to landfill



Nota: For the calculation, we consider the amount of waste sent to landfills (in kg) in relation to the total amount of waste generated and disposed of.



To ensure a responsible and efficient approach to the transport and disposal of waste, we have excellent partners who take care of each step of the process. They have all the necessary environmental licenses, contracts when applicable, and are clearly defined in our PGRS. In addition, we request Environmental Authorizations from the competent bodies, such as the Water and Land Institute (IAT), which regulate from the generation to the disposal of waste.

We use the National Solid Waste Management Information System (SINIR), implemented by the National Solid Waste Policy, to manage all waste generated by the company. Thus, we issued the necessary documentation to prove the correct management of waste, from the generation and issuance of the Waste Transport Manifest (MTR) to the receipt and issuance of the Final Destination Certificate (CDF) by the recipient, allowing the details of the type, quantity, characteristics, classification, treatment, and final disposal of all waste generated.

All these initiatives aim at the continuous improvement of our processes for even greater efficiency in reducing the waste generated. An example of this commitment is the blister waste, composed of plastic and aluminum film that, until 2018, was sent for co-processing and, later, was destined for recycling with a partner that enabled the process. This partner has developed a technology capable of transforming these components into PVC profiles, which are used in the manufacture of doors, jambs, and baseboards.

Another initiative carried out since 2021 includes a partnership with a company that collects waste from our cafeteria and disposes of it for composting, transforming food waste into organic fertilizer and thus reducing the sending of waste to landfill. As a reward for all this effort in building a more sustainable planet, we receive this fertilizer monthly to use in our organic garden. As the waste is stored in barrels changed weekly, we avoid the use of plastic bags.

We are committed to doing our part in caring for the environment, defining bold actions for a more sustainable future.



See our numbers on waste management in the Appendix.





APPENDIX



HEALTH AND SAFETY TRAINING

GRI 403-5

TRAINING	COMPLIANCE WITH STANDARDS	DEPARTMENTS	PARTICIPANTS
NR-01 GENERAL PROVISIONS – SERVICE ORDER – 1.7 Training and qualification in Workplace Health and Safety. 1.7.1 The employer must forward training of employees, in accordance with the provisions of NR.	NR-01 determines that the regulatory standards for occupational safety and medicine must be complied with by all public and private companies that have employees in accordance with the Consolidation of Labor Laws (CLT) regime.	ALL	ALL
TRAINING – NR-05 – CIPA TRAINING – ABOVE 20 EMPLOYEES	CIPA, with the objective of preventing work-related accidents and illnesses, in order to make work permanently compatible with the preservation of life and the promotion of worker health.	ALL	ELECTED AND APPOINTED MEMBERS OVER 20 EMPLOYEES
NR-06 – TRAINING ON PROPER USE AND STORAGE OF PPE (PERSONAL PROTECTION EQUIPMENT)	6.7.2.1 The organization shall conduct training on the PPE to be provided, when the characteristics of the PPE require, observing the activity performed and the requirements established in regulatory standards and legal provisions.	ALL	ALL THE WORKERS
NR-07 – FIRST AID TRAINING	PCMSO Worker(s) responsible for emergency care within the company's environment.	SESMT/BRIGADE/CIPA	BRIGADE, TEC. OF NURSING, TEC. OF SAFETY, CIPA
NR-09 – ASSESSMENT AND CONTROL OF OCCUPATIONAL EXPOSURES TO PHYSICAL, CHEMICAL AND BIOLOGICAL AGENTS	The identification of occupational exposures to physical, chemical and biological agents should consider: a) description of activities; b) identification of the agent and forms of exposure; c) possible injuries or health problems related to the identified exposures; d) factors determining exposure; e) existing prevention measures; and f) identification of groups of exposed workers.	ALL	ALL

TRAINING	COMPLIANCE WITH STANDARDS	DEPARTMENTS	PARTICIPANTS
NR -10 Safety in Electricity Facilities and Services	10.6.1.1 The workers referred to in the previous item must receive safety training for work with energized electrical installations, with a minimum curriculum, workload and other determinations established in Annex III of this NR.	MAINTENANCE	ELECTRICIAN, TEC. OF MAINTENANCE
NR-10 - COMPLEMENTARY COURSE - SAFETY IN THE ELECTRIC POWER SYSTEM (EPS) AND VICINITIES	10.6.1.1 The workers referred to in the previous item must receive safety training for work with energized electrical installations, with a minimum curriculum, hourly load and other determinations established in Annex III of this NR.	MAINTENANCE	ELECTRICIAN, TEC. OF MAINTENANCE
NR-11 – TRANSPORTATION, MOVEMENT, STORAGE AND HANDLING OF MATERIALS	11.1.5 For transport equipment, with its own driving force, the operator must receive specific training, given by the company, which will enable it in this function.	SHIPPING WAREHOUSE	Forklift Operator
NR-12 – MACHINE AND EQUIPMENT PROTECTION	12.136 Workers involved in the operation, maintenance, inspection and other interventions in machinery and equipment shall receive training provided by the employer and in a manner compatible with their functions, addressing risks to which they are exposed and the existing and necessary protective measures, in accordance with this Standard, for the prevention of accidents and diseases.</g>	OPERATIONAL MAINTENANCE PRODUCTION,	TEC. OF MAINTENANCE, ELECTRICIANS, PRIMARY MACHINE OPERATOR, SECONDARY PACKAGING MACHINE OPERATOR, PRODUCTION ASSISTANTS
NR-13 – PRESSURE VESSELS	2.1 The operation of process units that have pressure vessels of categories I or II must be carried out by a professional with safety training in the operation of process units.	MAINTENANCE	TEC OF MAINTENANCE AND PROCESSES
NR-35 – WORKING AT HEIGHT	35.3.3.1 The two-year periodic training must have a minimum eight hours load, according to the program disclosures defined by the employer.	MAINTENANCE/DISPATCH/ WAREHOUSE	EMPLOYEES INVOLVED/ MAINTENANCE/THIRD PARTIES

TRAINING	COMPLIANCE WITH STANDARDS	DEPARTMENTS	PARTICIPANTS
NR-33 – CONFINED SPACE	NR-33 – Initial training for work in CONFINED SPACES – authorized workers and watchmen – according to sub-item 33.3.5.4 of NR-33.	MAINTENANCE	EMPLOYEES INVOLVED/ MAINTENANCE/THIRD PARTIES
RPP – RESPIRATORY PROTECTION PROGRAM	NR-22 – ORDINANCE No. 672, OF NOVEMBER 8, 2021, art. 44. The employer must adopt a set of measures to adapt the use of respiratory protection equipment, when necessary to complement the collective protection measures implemented, or while they are being implemented, in order to ensure the full protection of the worker against the risks present in the work environments.	LABORATORY, FORMULATION, MAINTENANCE	ALL
HEARING PROTECTION PROGRAM	NR-15 – UNHEALTHY ACTIVITIES and OPERATIONS – The Hearing Control Program (HCP) is inserted in Annex 1, Table 2 of Regulatory Standard No. 7 that is part of the Medical Control and Occupational Health Program (MCOHP).	ALL	ALL
MSDS – MATERIAL SAFETY DATA SHEET	ANNEX 13 TOLERANCE LIMITS FOR CONTINUOUS OR INTERMITTENT NOISE – NR-26 26.4 Chemical Identification, 26.4.1.1 The chemical used in the workplace must be classified for hazards to the safety and health of workers, in accordance with the criteria established by the United Nations Globally Harmonized System of Classification and Labeling of Chemicals (GHS). MSDS	ALL	ALL
EMERGENCY BRIGADE	5.1 The mandatory fire brigade, as a preventive measure, is determined by the characteristics of the building and/or risk area and respective occupations, according to the rules of the Fire and Panic Safety Code (FPSC).	ALL	VOLUNTEER CONTRIBUTORS

TRAINING	COMPLIANCE WITH STANDARDS	DEPARTMENTS	PARTICIPANTS
EAP – EMERGENCY ACTION PLAN	"NR-23 – FIRE PREVENTION – The employer must provide all workers with information on: a) use of firefighting equipment; b) procedures for safely evacuation of workplaces; c) Existing alarm devices. "	MAINTENANCE	EMPLOYEES INVOLVED/ MAINTENANCE/THIRD PARTIES
NR 17- Ergonomics	17.1.1.1 Working conditions include aspects related to the lifting, transportation and unloading materials, the furniture of workstations, work with machinery, equipment and hand tools, comfort conditions in the work environment and the organization of work itself.	ALL	ALL



MATERIALS MANAGEMENT

GRI 301-1

NON-RENEWABLE MATERIALS		
Item	Unit	2022
Plastics (seals, sleeve, valves, actuator, lids, dosing cup, dripper, tube, syringe, jars and vials, labels)	Units	12.952.304
Blister Aluminum	kg	6.791
Aluminium tube	units	200.906
Aluminum film sachet	kg	1.215
Metallic tube	units	2.064.405
PVC and PVCD	kg	27.191
Excipients	kg	4.163
BoV	units	1.105.849
Amber glass bottles	units	601.374
Silica capsule	units	78.744

RENEWABLE MATERIALS		
Item	Unit	2022
Demineralised water	m3	2.934
Ethyl alcohol 96 GL	kg	13.614
Vegetable oils	kg	17.742
Package inserts and paper leaflets	units	6.128.510
Boarding boxes	units	388.698
Cartridge	units	7.856.844
Curled	units	6.008
Cellulose	kg	16.424
Extracts	kg	67.805
For Active Pharmaceutical Ingredients	kg	10.478
Excipientes	kg	20.861
Sucrose syrup	kg	47.617
Hard and gelatin capsules	units	14.369.348

WATER USE MANAGEMENT AND EFFLUENT TREATMENT

GRI 3-3, 303-1, 303-2, 303-3, 303-4, 303-5

Throughout 2022, we daily monitor water consumption values and, monthly, evaluate the results through indicators. Our maximum daily consumption is 93 m³/day and we recorded a peak of 90 m³/day, without exceeding the established limit.

Regarding the hourly flow, the daily average flow for 2022 was 3.56 m³/h, one cubic meter below the allowed.

Although we are not located in an area considered critical in relation to the use of water resources, we recognize the importance of conscious consumption and preservation of water in all our activities. We set annual targets for water consumption per unit produced (liters/UP) and monitor consumption by purified water modules and systems, seeking to identify opportunities for improvement and possible leaks.

We also highlight that we have protected a water source located in our green area as part of our efforts to preserve this valuable resource.

Our total consumption was growing, from 10,732,000 liters in 2021 to 12,719,000 liters in 2022. The increase is justified by the expansion of our Business Ecosystem, with the entry of new brands this year and implementation and commissioning of the brands that will enter in 2023.

The Water and Land Institute of Paraná (IAT) issues two documents related to effluents: the Effluent Release Grant and the Operating License. We conduct monthly reviews at the treated wastewater launch point to ensure compliance with established parameters. An accredited third-party laboratory is responsible

for the collections, and the results are reported annually to the IAT through the documentation called Polluting Load.

PARAMETERS	LO 161872-R1	Grant 1743/2018
Outflow m³/h	-	1,6
DBO5 – mg/L	50	25
DQO – mg/L	200	100
pH	Between 5 and 9	-
Sedimentable Materials – mL/L	1	-
Suspended Solids – mg/L	-	25
Temperature - °C	40	-
Acute Toxicity / FTbl for Vibrio fischeri	4	-
Acute toxicity to Daphnia magna	4	-

While the requirement is to conduct quarterly reviews, we choose to conduct them monthly for more efficient control. In 2022, all monthly analyzes were within the standards, except for the Suspended Solids parameter in the analysis carried out in June/2022. This occasional occurrence was due to the heavy rains that carried materials from the surrounding forest into the treatment ponds, affecting the water quality and the result of the parameter.

We carried out quarterly analyzes in the receiving stream to verify possible negative impacts caused by the discharge of the effluent. The parameters verified are BOD, COD, Suspended Solids, pH, Dissolved Oxygen and Temperature, as established in the Grant. Over the last three years, the quality of the river water, after the effluent discharge, has remained better than before the discharge.

In addition to the analyzes carried out by a third-party laboratory, the IAT annually collects samples of the final treated effluent in a surprise manner, with no need for collection. This confirms the proper quality of the effluent.

Sampling point	Amount	Down-stream	Amount	Jusante	Amount	Down-stream
Year	2020 Averages		2021 Averages		2022 Averages	
BOD (mg/L) – Lower, better	10,29	5,84	6,10	5,10	4,43	2,75
BOD (mg/L) – Lower, better	51,25	50,00	50,00	50,00	34,23	42,73
Sol. Susp. (mg/L) – Lower, better	18,00	18,00	101,60	118,60	168,25	161,25
OD (mg/L) Higher, better	4,42	5,46	4,31	5,40	5,35	6,50
pH	7,05	7,28	7,52	7,54	7,20	7,35
Temp. (°C)	18,93	20,35	19,58	19,28	18,18	18,43

To ensure the proper operational control of the Effluent Treatment Plant, we performed sampling and analysis at four additional points, totaling 23 parameters analyzed monthly and ensuring the efficiency and quality of the effluent treatment. These points

include the inlet of the raw effluent, the effluent in the treatment tanks and the outlet of the last tank.

The water consumed in the Herbarium is collected from an artesian well (groundwater, freshwater) and undergoes a simple treatment before being distributed to the entire company.

Year	Rainwater harvesting and water consumption in liters (L)	Rainwater harvesting and water consumption in megaliters (ML)*
2020	9.402.000	9,402
2021	11.129.000	11,129
2022	12.719.000	12,719

*1 megaliter = 1,000,000 liters.

The reported consumption includes all water extracted from the artesian well, and the values consumed from the local concessionaire are insignificant. In 2022, consumption was 44,330 liters (0.3% of the total consumed from the artesian well). The values of water collection and consumption are the same, with no losses in the treatment process.

The amount of effluent treated and discharged into the receiving body:

Year	Effluent released in liters	Effluent released in megaliters (ML)*
2020	5.213.000	5,213
2021	5.866.000	5,866
2022	5.870.000	5,870

*1 megaliter = 1,000,000 liters.

EMISSIONS

GRI 3-3, 306-2, 306-3, 306-5

DIRECT EMISSIONS (SCOPE 1) OF GREENHOUSE GASES (GHG)

	Stationary combustion	Mobile Combustion	Fugitive emissions	Waste (solid waste + effluents)	Total emissions (Scope 1)
CO ₂ (t)	23,632	41,76	0,35	-	65,74
CH ₄ (t)	0,001	0,08	-	0,096	0,18
N ₂ O (t)	-	0,06	-	-	0,06
HFC (t)			-		-
PFC (t)			-		-
SF ₆ (t)			-		-
NF ₃ (t)			-		-
CO ₂ e (t)	23,660	60,927	0,354	2,688	87,629
Biogenic CO ₂ emissions (t)	0,725	494,165		-	494,891
Biogenic CO ₂ removals (t)					-

- Stationary combustion: Quantity (L) of diesel and gasoline used in the Emergency Generator and Gardening Equipment; gas used in the pantry, cafeteria and sanitation sector.
- Mobile combustion: Quantity (L) of diesel, gasoline and ethanol used in internal vehicles, board vehicles and sales force.
- Fugitive emissions: Recharging of CO2 fire extinguishers.
- Solid waste + effluents: Volume of effluent treated at the Effluent Treatment Plant; there is no internal waste treatment that generates greenhouse gases.

INDIRECT EMISSIONS (SCOPE 2) OF GREENHOUSE GASES (GHG) FROM ENERGY PROCUREMENT

Location-based approach:

	Electricity (localization approach)	Transmission and distribution losses (localization approach)	Purchase of thermal energy	Total Scope 2 emissions (localization approach)
CO ₂ (t)	24,42	-	-	24,42
CH ₄ (t)	-	-	-	-
N ₂ O (t)	-	-	-	-
HFC (t)				
PFC (t)				
SF ₆ (t)				
NF ₃ (t)				
CO ₂ e (t)	24,420	-	-	24,420
Biogenic CO ₂ emissions (t)	-	-	-	-
Biogenic CO ₂ removals (t)				

OTHER INDIRECT (SCOPE 3) GREENHOUSE GAS (GHG) EMISSIONS

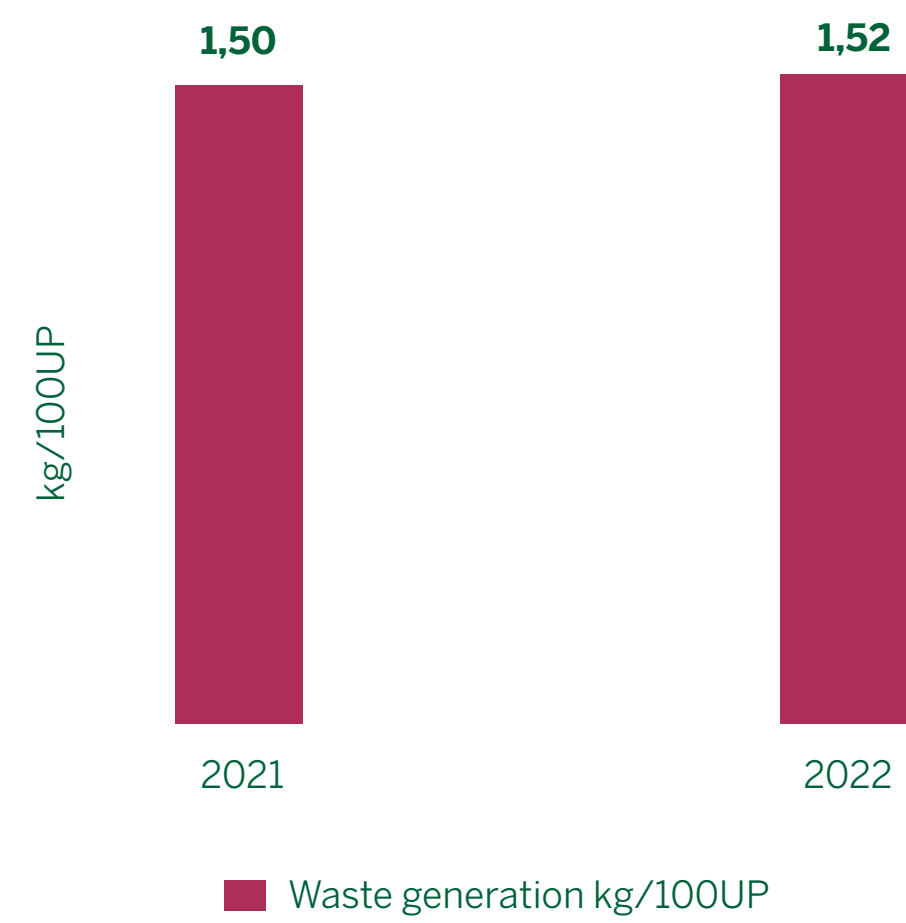
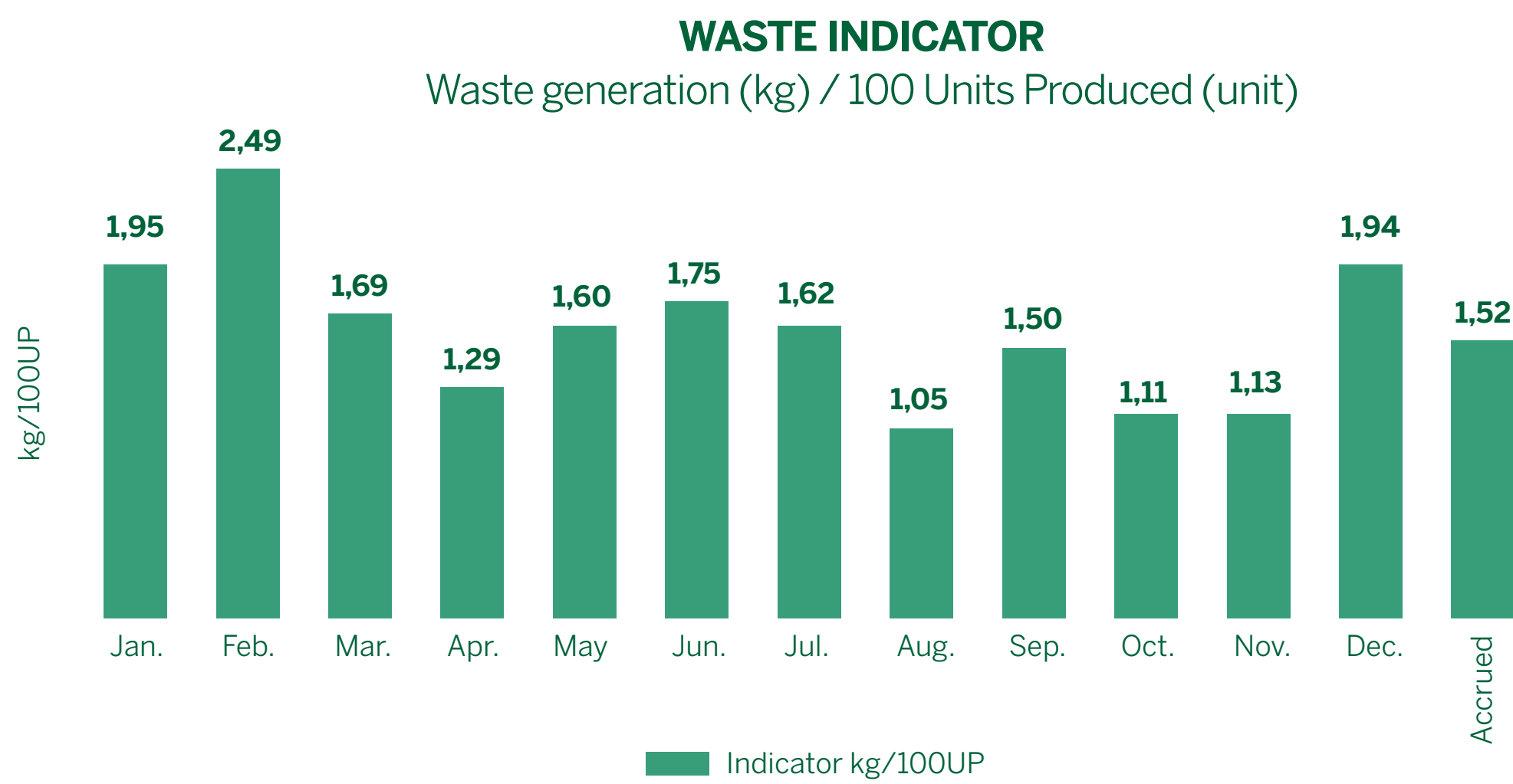
	Category 4 Transport and Distribution (upstream)	Category 5 Waste generated in operations	Category 6 Business Trips	Category 7 Employees itinerary (work-home)	Total Emissions Scope 3
CO ₂ (t)	21.333,51	-	112,99	147,22	21.593,72
CH ₄ (t)	1,26	0,95	0,001	0,01	2,22
N ₂ O (t)	0,14	-	0,004	0,02	0,16
HFC (t)				-	-
PFC (t)				-	-
SF ₆ (t)				-	-
NF ₃ (t)				-	-
CO ₂ e (t)	21.405,68	26,54	114,07	152,30	21.698,60
Biogenic CO ₂ emissions (t)	2.213,76	-	-	33,06	2.249,92
Biogenic CO ₂ emissions (t)	-	-	-	-	-

- Upstream transportation and distribution: Quantity of diesel used by the fleet of third-party companies responsible for Herbarium logistics, input items (as raw material) and output (finished product).
- Waste generated in operations: Amount of waste sent to landfill.
- Business Travel: All air travel performed by the company.
- Employee Travel: Travel of all employees to the factory, considering the type of transport used and the distance of the round trip.



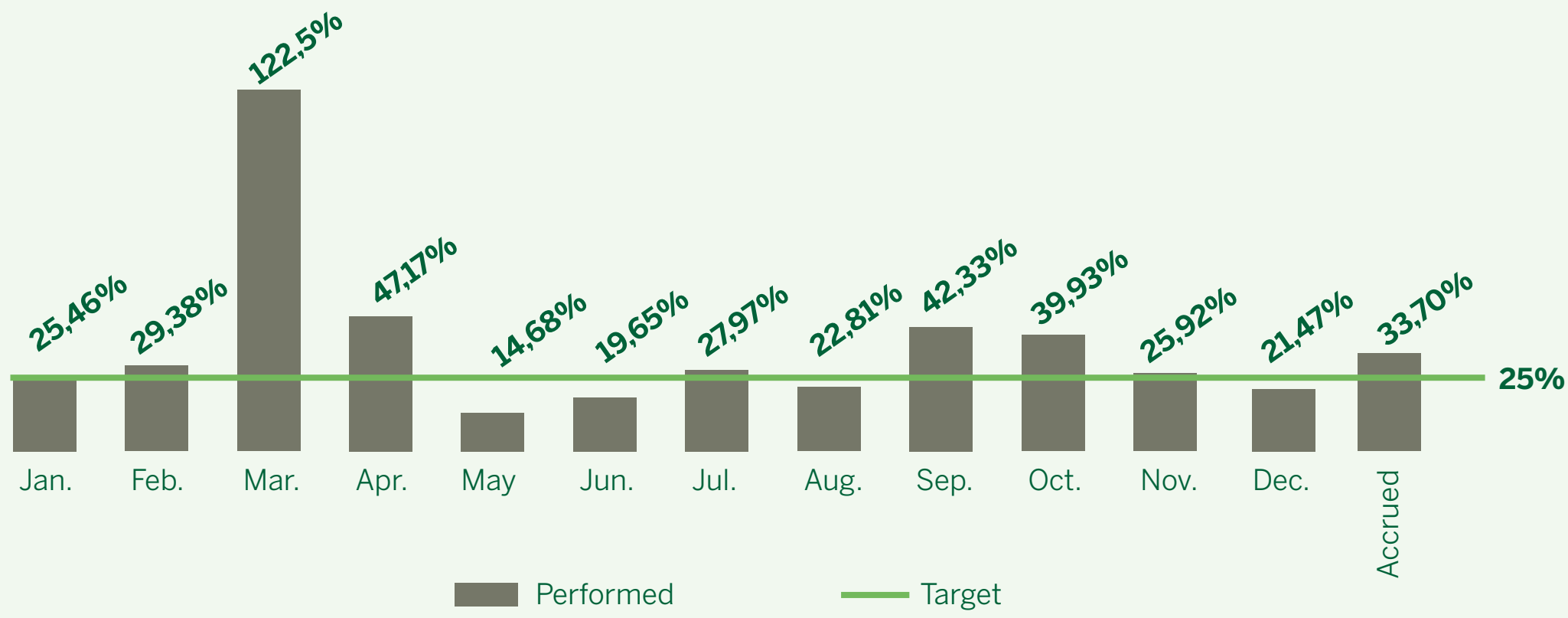
WASTE

GRI 3-3, 306-2, 306-3, 306-5



We also have the target related to the revenue generated from the sale of waste in relation to the total amount spent on destinations that have a cost. This goal is important to draw and prioritize the destination of recycling against other destinations.

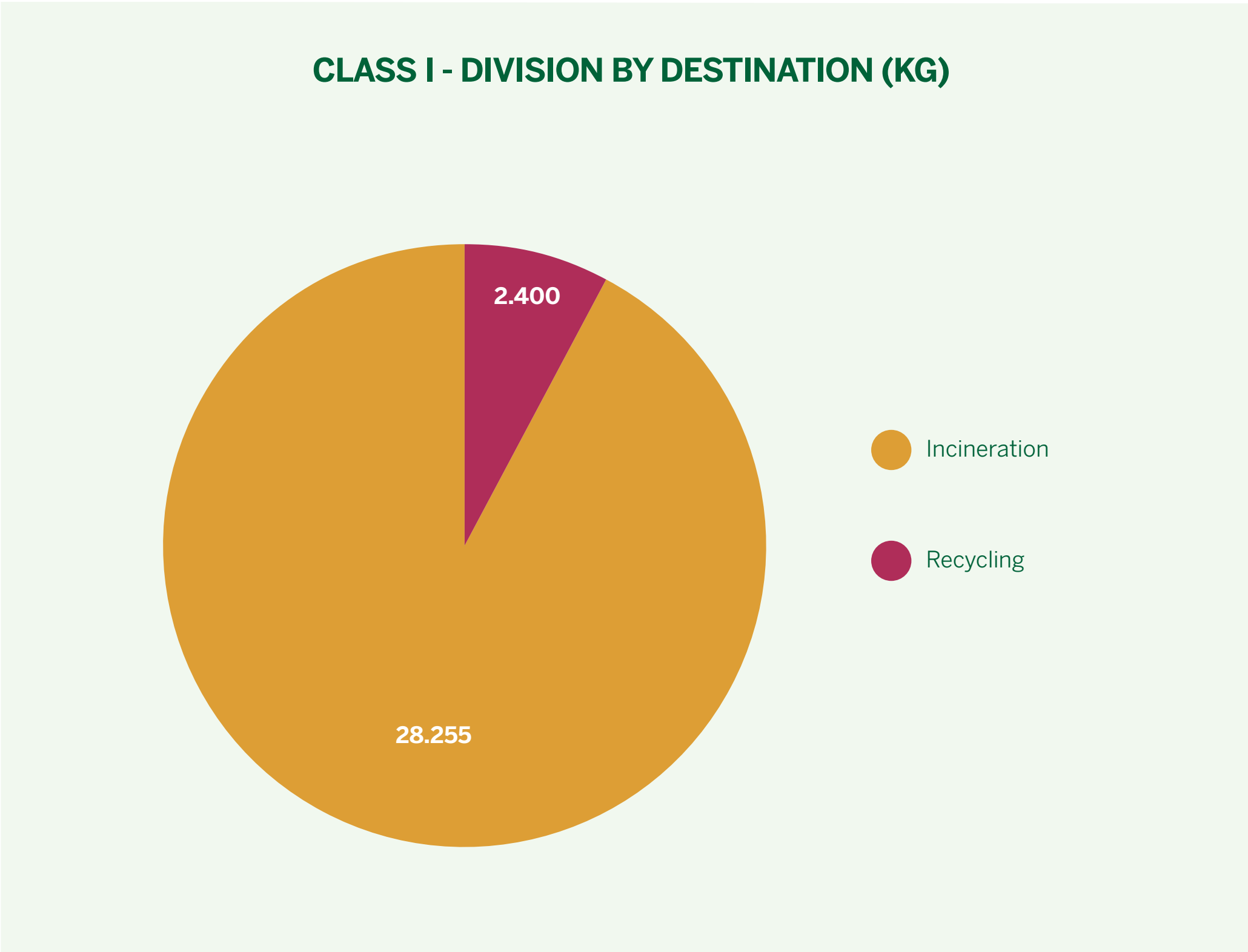
2022
WASTE
TARGET



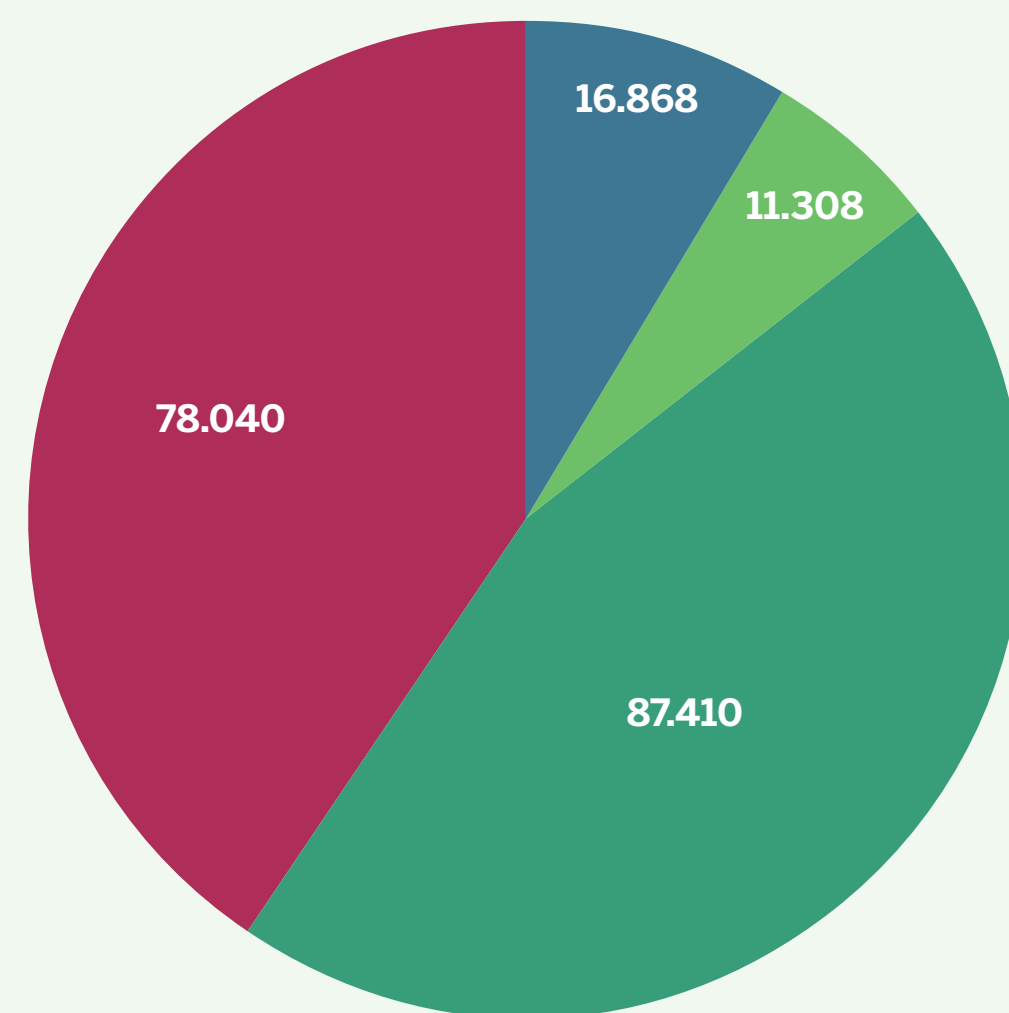
In 2022, 224,281 tons of waste were generated in the Herbarium, distributed among the waste described below, in descending order of generation. Data were compiled from internal waste management and documentation issued in SINIR.

Waste	Quantity generated 2022 (kg)
TEE sludge and grease box	77250
Paper and Cardboard	39908
Non Recyclable	16868
Medicines (internal, reverse logistics distributors and pharmacies)	12569
Blister	12026
Raw material	11788
Organic (cafeteria)	11308
Production tailings (solid waste suitable for co-processing)	10160
Plastic	7542
Scrap metal	5975
Glass	4540
Wood (renovations and broken pallets)	4200
Liquid laboratory waste	3839
Construction waste (renovations)	2780
Residual alcohol (cleaning process)	2400
Vegetable oil	960
Electronics scrap	109
Controlled product residues	30
Infectant (labs) and drill	29

The highest generation waste was the sludge from the ETE and the grease box, which is sent to the co-processing destination. This waste is inherent to the operation of the Wastewater Treatment Plant model that we have installed in the plant, along with the cafeteria grease box waste. Recyclable paper and cardboard waste was the second largest generation, followed by non-recyclable waste, the latter being the main object of action to achieve the Zero Landfill goal in 2023.



CLASS II - DIVISION BY DESTINATION (KG)



- Landfill
- Composting
- Co-processing
- Recycling

Waste	Quantity generated 2022 (kg)	ABNT 10,004	Treatment/destination
Medicines (internal, distributors reverse logistics and pharmacies)	12569	I	Incineration
Raw material	11788	I	Incineration
Liquid laboratory waste	3839	I	Incineration
Controlled product residues	30	I	Incineration
Infectious (labs) and perforating	29	I	Incineration
Waste alcohol (cleaning process)	2400	I	Recycling
Waste	Quantity generated 2022 (kg)	ABNT 10.004	Treatment/destination
Not recyclable	16868	II	Landfill
Organic (cafeteria)	11308	II	Composting
TEE sludge and grease box	77250	II	Coprocessing
Production rejects (solid waste suitable for co-processing)	10160	II	Coprocessing
Paper and cardboard	39908	II	Recycling
Blister	12026	II	Recycling
Plastic	7542	II	Recycling
Scrap metal	5975	II	Recycling
Glass	4540	II	Recycling
Wood (renovations and broken pallets)	4200	II	Recycling
Construction waste (renovations)	2780	II	Recycling
Vegetable oil	960	II	Recycling
Electronics scrap	109	II	Recycling

GRI INDEX

Statement of use: Herbarium has reported based on the GRI Standards for the period January 1, 2022 - December 31, 2022.
GRI 1 used: GRI 1: Foundation 2021.

GENERAL DISCLOSURES

STANDARD	DISCLOSURES		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement Omitted	Reason	Explanation
GRI 2: General Disclosures – 2021	2-1	Organization details	4			
	2-2	Entities included in the organization's sustainability reporting	15, 26			
	2-3	Reporting period, frequency and point of contact	15			
	2-4	Information amendments	This is Herbarium's first sustainability report. Thus, there were no amendments.			
	2-5	External validation	This report has not been subjected to external validation.			
	2-6	Activities, value chain and other business relationships	4			
	2-7	Employees	37			
	2-8	Non-employee workers	37			
	2-9	Governance structure and composition	19			
	2-10	Appointment and selection of the highest governance body	19			
	2-11	Chairman of the highest governance body				

STANDARD	DISCLOSURES		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement Omitted	Reason	Explanation
GRI 2: General Disclosures – 2021	2-12	Role played by the highest governance body in supervising the management of impacts	19			
	2-13	Delegation of for impact management accountability	19, 23			
	2-14	Role played by the highest governance body in sustainability reporting	19, 23			
	2-15	Conflicts of interest	24			
	2-16	Communication of crucial concerns	24			
	2-17	Collective knowledge of the highest governance body	4			
	2-18	Evaluation of the highest governance body performance		2-18	Not applicable	Performance evaluation is not applied due to company's feature.
	2-19	Remuneration policies	44			
	2-20	Process for determining remuneration	44			
	2-21	Proportion of total annual remuneration	44			
	2-22	Declaration on the Sustainable Development Strategy	13			
	2-23	Policy commitments	4, 11, 24, 32, 33			
	2-24	Incorporation of policy commitments	4, 11, 19, 23, 24, 32, 48			
	2-25	Processes to repair negative impacts	24			

STANDARD	DISCLOSURES		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement Omitted	Reason	Explanation
GRI 2: General Disclosures – 2021	2-26	Mecanismos para aconselhamento e apresentação de preocupações	24			
	2-27	Conformidade com leis e regulamentos	Não foram registrados casos de não conformidade com leis e regulamentos no período relatado.			
	2-28	Participação em associações	33			
	2-29	Abordagem para engajamento de <i>stakeholders</i>	15, 16, 19, 24, 26, 28, 30, 32, 33, 48			
	2-30	Acordos de negociação coletiva	44			

MATERIAL THEMES

STANDARD	DISCLOSURES		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement Omitted	Reason	Explanation
GRI 3: Material Topics – 2021	3-1	Material themes definition process	16			
	3-2	List of material themes	16			

MATERIAL TOPICS **SER** *Responsible*

GOVERNANCE AND TRANSPARENCY						
STANDARD	DISCLOSURES		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement Omitted	Reason	Explanation
GRI 3: Material Topics – 2021	3-3	Management of material topics	34, 44			
GRI 202: Presence in the Market – 2016	202-1	Proportion between lowest wage and local minimum wage,	44			
	202-2	Broken down by gender	The Eco H Ecosystem does not have members of the Executive Board hired from the local community, as the Executive Board is composed of professionals not considered as CLT employees but as participants in the articles of association.			
GRI 417: Marketing and labelling	417-1	Proportion of board members hired from the local community	34			
	417-2	Requirements for information and labeling of products and services	34			
	417-3	Cases of non-compliance regarding to information and labeling of products and services	34 In 2022, there were no cases of non-compliance with laws and/or voluntary codes in relation to marketing communication, including advertising, promotion and sponsorship.			

INTEGRITY						
STANDARD	DISCLOSURES		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement Omitted	Reason	Explanation
GRI 3: Material Topics – 2021	3-3	Management of material topics	24			
GRI 406: Non-discrimination – 2016	406-1	Cases of discrimination and corrective measures adopted	24			

GRI 418: Customer Privacy – 2016	418-1	Proven complaints regarding breach of privacy and loss of customer data	24			
GRI 419: Socioeconomic Compliance	419-1	Non-compliance with laws and regulations in the socioeconomic area	No cases of non-compliance with laws and regulations were recorded in the reported period.			

ECONOMY PERFORMANCE

STANDARD	DISCLOSURES		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement Omitted	Reason	Explanation
GRI 3: Material Topics – 2021	3-3	Management of material topics	26			
GRI 201: Economic performance – 2016	201-1	Direct economic value generated and distributed	26			

RELATIONSHIP CHAIN

STANDARD	DISCLOSURES		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement Omitted	Reason	Explanation
GRI 3: Material Topics – 2021	3-3	Management of material topics	26, 32			
GRI 203: Indirect Economic Impacts – 2016	203-1	Infrastructure investments and service support	32			
	203-2	Significant indirect economic impacts	26, 32			

GRI 3: Material Topics – 2021	3-3	Management of material topics	32, 34			
GRI 413: Local Communities – 2016	413-1	Operations with engagement, impact assessments and development programs aimed at the local community	32			
	413-2	Operations with (real and potential) significant negative impacts, on local communities.	32			
GRI 416: Customer health and safety	416-1	Assessment of health and safety impacts caused by product and service categories	34			
	416-2	Cases of non-compliance in relation to health and safety impacts caused by products and services	34 In 2022, no cases of non-compliance with laws and/or voluntary codes regarding health and safety impacts caused by products and services were identified.			

SUPPLIER MANAGEMENT						
STANDARD	DISCLOSURES		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement Omitted	Reason	Explanation
GRI 3: Material Topics – 2021	3-3	Management of material topics	28			
GRI 308: Environmental assessment of suppliers – 2016	308-1	New suppliers selected based on environmental criteria	28			
	308-2	Negative environmental impacts in the supply chain and measures taken	28			
GRI 408: Child labour – 2016	408-1	Operations and suppliers with significant risk of child labour cases	28			

GRI 409: Forced labor or similar to slave labor – 2016	409-1	Operations and suppliers with significant risk of forced or slave-like labor	28			
GRI 414: Social evaluation of suppliers – 2016	414-1	New suppliers selected based on social criteria	28			
	414-2	Negative social impacts on the supply chain and measures taken	28			

MATERIAL TOPICS

SER *Natural*

DIVERSITY AND INCLUSION						
STANDARD	DISCLOSURES		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement Omitted	Reason	Explanation
GRI 3: Material Topics – 2021	3-3	Management of material topics	37, 46, 48, 37, 44			
GRI 401: Employment – 2016	401-1	New hires and employee turnover	37			
	401-2	Benefits offered to full-time employees that are not offered to temporary or part-time employees	48			
	401-3	Maternity leave/paternity leave	48			
GRI 404: Training and education – 2016	404-1	Maternity leave/paternity leave	46			
	404-2	Average hours of training per year, per employee	46			
	404-3	Programs for improvement of employee skills and assistance for career transition	46			

GRI 405: Diversity and equality of opportunities – 2016	405-1	Diversity in governance bodies and employees	37			
	405-2	Proportion between the base salary and remuneration received by women and those received by men	44			

PEOPLE'S HEALTH AND WELLBEING						
STANDARD	DISCLOSURES		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement Omitted	Reason	Explanation
GRI 3: Material Topics – 2021	3-3	Management of material topics	48, 54, 69			
GRI 403: Health and Safety at Work – 2018	403-1	Occupational health and safety management system	54			
	403-2	Hazard identification, risk assessment and incident investigation	54			
	403-3	Occupational health services	54			
	403-5	Training of workers in occupational health and safety	54, 69			
	403-6	Promotion of worker health	48			
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	54			
	403-8	Workers covered by an occupational health and safety management system	54			
	403-9	Accidents at work	54			
	403-10	Occupational diseases	54			

BIODIVERSITY						
STANDARD	DISCLOSURES		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement Omitted	Reason	Explanation
GRI 3: Material Topics – 2021	3-3	Management of material topics	62			
GRI 304: Biodiversit – 2016	304-1	Owned, leased or managed operating units within or adjacent to environmental protection areas and high biodiversity value areas located outside environmental protection areas	62			

ECO-EFFICIENCY						
STANDARD	DISCLOSURES		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement Omitted	Reason	Explanation
GRI 3: Material Topics – 2021	3-3	Management of material topics	59, 60, 64, 74			
GRI 301: Materials – 2016	301-1	Used materials, broken down by weight or volume	59, 73			

ECOEFIÊNCIA						
STANDARD	DISCLOSURES		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement Omitted	Reason	Explanation
GRI 302: Energy – 2016	302-1	Energy consumption inside the organization	64	a; b; c ii, iii, iv; d	Unavailable information incomplete	We do not generate energy through combustion. We only have electrical power consumption. We have no heating, cooling and steam consumption, only electricity. We don't sell any kind of energy.
	302-3	Energy intensity	64			
GRI 303: Water and Effluents – 2018	303-1	Interactions with water as a shared resource	60, 74	c	Unavailable information incomplete"	We don't have any involvement with other companies on the water topic yet.
	303-2	Management of impacts related to water discharge	60, 74	i	Unavailable information incomplete"	We don't have facilities without disposal parameters.
	303-3	Rainwater harvesting	74			
	303-4	Water disposal	60, 74			
	303-5	Water consumption	60, 74			

EMISSIONS

STANDARD	DISCLOSURES		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement Omitted	Reason	Explanation
GRI 3: Material Topics – 2021	3-3	Management of material topics	65			
GRI 305: Emissions – 2016	305-1	Direct emissions (Scope 1) from greenhouse gases (GHG)	65			
	305-2	Indirect emissions (Scope 2) from greenhouse gases (GHG) from energy acquisition	65			
	305-3	Other indirect (Scope 3) greenhouse gas (GHG) emissions	65			
	305-4	Greenhouse gas (GHG) emissions intensity:	65			
	305-5	Reduction of greenhouse gas (GHG) emissions:	65			
	305-7	NOx, SOx and other significant air emissions	There was no significant emissions of the air pollutants pointed out. We monitor the chimneys of coaters that emit particulate matter, but the emission rate is not significant. In addition, as we only use electricity, we do not have equipment such as boilers, heaters, among others.			



WASTE						
STANDARD	DISCLOSURES		REFERENCE/DIRECT RESPONSE	OMISSION		
				Requirement Omitted	Reason	Explanation
GRI 3: Material Topics – 2021	3-3	Management of material topics	66, 76, 78			
GRI 306: Waste – 2020	306-2	Management of significant waste-related impacts	66, 76, 78			
	306-3	Waste generated	66, 76, 78			
	306-4	Waste not destined to final disposal	All waste generated is sent to destinations outside the company.			
	306-5	Waste destined to final disposal	66, 76, 78			



CREDITS

2022

SUSTAINABILITY
REPORT

General Coordinator: Rafael Luiz Mattos | ESG Specialist

GRI Consulting: SESI Innovation Center | SESI Consulting in Management for Sustainability

Writing and Layout: FORTE Desenvolvimento Sustentável

Photography: Eco-h and Unsplash collection



eco·h
ECOSSISTEMA DE
NEGÓCIOS HERBARIUM

